

# Armed Forces

# Equal

# Opportunity

# Survey



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13. ABSTRACT (Maximum 200 words)  <p>In 1996, the Defense Manpower Data Center (DMDC) conducted the first Department of Defense (DoD)-wide survey assessing the extent to which members of the military and their families experienced racial/ethnic harassment or discrimination. The survey was developed for the purpose of providing a better understanding of service members' perceptions and experiences related to fair treatment and equal opportunity. The questionnaire asked service members about their overall racial/ethnic interactions, as well as about specific insensitive, discriminatory, and harassing racial/ethnic interactions that had occurred in the 12-month period prior to filling out the survey. The survey also contained items on members' perceptions of official EO actions (e.g., satisfaction with the outcome of the complaint, actions taken in response to the complaint). The survey results will inform and assist leaders of DoD and the Armed Forces as they work to ensure equal opportunity for all service members.</p> <p>The questionnaire was mailed to 76,754 enlisted members and officers up to the rank of O-6 in the Army, Navy, Marine Corps, Air Force, and Coast Guard. The mailing resulted in a 53% rate of usable responses, which is typical for large-scale surveys of military personnel.</p>				
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# Armed Forces Equal Opportunity Survey

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# EXECUTIVE SUMMARY

## Survey Purpose

This Equal Opportunity Survey (*EOS*) is the first of its kind. No survey of this magnitude and level of detail has ever been undertaken to assess active duty service members' perceptions of fair treatment and equal opportunity (EO). The survey results will inform and assist leaders of the Department of Defense (DoD) and the Armed Forces as they work to ensure equal opportunity for all service members.

## Challenges Ahead

Over the past half-century, the Department of Defense has compiled a record of achievement in providing equal opportunity that is among the best in the nation. It is a record that must be improved continuously. This *Equal Opportunity Survey* is an element of the Department's continued commitment to equality of treatment and opportunity for all service members. In the future, the task of providing equal opportunity will present new challenges as both American society and its military become increasingly diverse. Instruments such as this survey will help provide the information needed to better understand the state of equal opportunity, as well as assist in policy choices to achieve and maintain equal opportunity, throughout America's Armed Forces.

## Conduct of the Survey

The *EOS* was conducted by the Defense Manpower Data Center (DMDC) from September 1996 through February 1997. The 16-page survey form contains 81 questions, many with multiple parts (a copy is provided as Appendix A). The target population comprised enlisted members and officers up to the rank of O6 (Navy and Coast Guard Captain or Colonel in the other Services) in the Army, Navy, Marine Corps, Air Force and Coast Guard. The questionnaire was mailed to 76,754 members. The mailing resulted in a 53% rate of usable responses, which is typical for large-scale surveys of military personnel.

The target population was selected by a random sampling method that took into account the complexity of a population that not only comprised different racial/ethnic groups, but was also differentiated by rank, Service, gender, and geographic location. Surveys of this type are subject to sampling error. A single estimate of sampling error for the entire questionnaire is not applicable to a survey of this complexity. Thus, except for the executive summary, confidence intervals are offered for individual findings throughout the report.

The racial/ethnic groups surveyed were Whites, Blacks, Hispanics, Asians/Pacific Islanders, and Native Americans/Alaskan Natives. Because of the small size of the latter group, survey results for Native Americans/Alaskan Natives are subject to the largest potential sampling error and have the widest confidence intervals.

The survey was developed for the purpose of providing a better understanding of service members' perceptions and experiences related to fair treatment and equal opportunity. The questionnaire asked service members about their overall racial/ethnic interactions, as well as about specific insensitive, discriminatory, harassing and even violent racial/ethnic interactions that had occurred in the 12-month period prior to filling out the survey. The survey also contained items on members' perceptions of official EO actions (e.g., satisfaction with the outcome of the complaint, actions taken in response to the complaint).

## Major Findings

Overall, the survey found major differences in the perceptions of service members of different racial/ethnic groups regarding equal opportunity. In particular, White members, who comprise the majority population in the military, are more positive than minority members about racial/ethnic issues in the military.

**Race Relations.** The survey contained a broad range of items that measured members' perceptions and actions related to race relations. In general, race relations on military installations/ships are perceived to be better than those in local civilian communities. Also, when asked about race relations over the past five years, more service members indicated that race relations in the military were better today than said so about race relations in the nation.

**Interpersonal Relationships.** Large majorities of members of all races indicated having positive personal and social interactions with members of other racial and ethnic groups. Large majorities reported having "close personal friends" who were members of other racial or ethnic groups, and also reported socializing with other races and ethnic groups in their homes or quarters.

**Perceptions of Military-Civilian Conditions and Opportunities.** A majority of all racial/ethnic groups said military life was as good or better than civilian life in areas such as fair performance evaluations, freedom from harassment and hate crimes, and freedom from discrimination. A majority of all races/ethnicities said pay and benefits in civilian life were as good or better than in the military.

**Members' Experiences.** Large percentages of each racial/ethnic group indicated experiencing *Offensive Encounters* (e.g., "Made unwelcome attempts to draw you into an offensive discussion of racial/ethnic matters") based on their race/ethnicity. Much smaller percentages experienced an incident in which *Threat/Harm* (e.g., "Vandalized your property because of your race/ethnicity") to person or property was involved.

**Military Personnel Lifecycle.** Overall, relatively small percentages of members in each racial/ethnic group said they experienced an incident of harassment and discrimination related to the military personnel lifecycle (e.g., "I was rated lower than I deserved on my last evaluation"). Blacks and Hispanics, however, were much more likely than Whites to experience such incidents.

**Reporting Experiences.** A majority of members reported receiving training on racial/ethnic harassment and discrimination in the 12 months prior to being surveyed and most indicated they knew how to report racial/ethnic harassment and discrimination. On a section of the survey where service members could describe a "bothersome" situation, however, few indicated they had reported the situation to an individual or office in either the military or local community. Major reasons for not reporting the situation were beliefs that (1) nothing would be done and (2) the situation was not important enough to report.

## Structure of the Report

Chapter 1 provides background on the study and a literature review of previous DoD equal opportunity initiatives and major research efforts. Chapter 2 provides a short description of the survey design, administration, and analytic approaches. Detailed results of the survey are reported and discussed in Chapters 3 through 8. General results for these six chapters follow.

### Chapter 3 – Race and Ethnic Interrelationships

This chapter examines a broad range of perceptions and actions regarding race relations at the installation/ship level and in the communities surrounding installations. Specifically covered are the extent and nature of service members' racial/ethnic personal interactions, including racial confrontations and extremism activities and perceptions of race relations in the military and nation as a whole.

- On the important question of racial/ethnic relations on military installations and aboard ship, members were asked if relations were good, and could respond *not at all*, *small extent*, *moderate extent*, *large extent*, *very large extent*, or *don't know*. Only very small percentages of all races indicated that they believed installation/ship race relations were bad by marking *not at all*. Significant racial differences appeared with Whites most likely and Blacks least likely to say that race relations were good to a *large/very large extent*.

#### Extent to Which Racial/Ethnic Relations on the Installation/Ship Were Good

Q61c	To what extent at your installation/ship... are racial/ethnic relations good?	Racial/Ethnic Group				
		Total	White	Black	Hispanic	Asian/ Pacific Islander
		%	%	%	%	%
	Not at all	4	3	6	4	5
	Small/Moderate extent	28	22	45	33	30
	Large/Very Large extent	61	68	39	53	56
	Don't know	8	7	10	9	10

- Members of all races were less positive about race relations in local communities than on installations/ships. Fewer Black members (28%) than Whites and Hispanics (34% for both) and Asians/Pacific Islanders (42%) responded that community race relations were good to a *large/very large extent*. Also, 31% of Native Americans/Alaskan Natives responded in this manner.
- Overall, more members said that race relations in the military are *better today* (46%) than race relations in the nation (30%). Blacks and Native Americans/Alaskan Natives were less likely than other racial/ethnic group members to say that race relations are *better today*.

## Perceptions of Change in Race Relations Over the Last 5 Years

In your opinion, have race relations gotten better or worse over the last 5 years...		Racial/Ethnic Group					
		Total	White	Black	Hispanic	Asian/ Pacific Islander	Native Amer/AK Native
		%	%	%	%	%	%
Q77	<i>In our nation?</i>						
	Better today	30	31	24	32	45	24
	About the same as 5 years ago	35	34	37	35	35	24
	Worse today	35	35	39	33	20	52
Q78	<i>In the military?</i>						
	Better today	46	48	37	49	56	39
	About the same as 5 years ago	41	41	44	38	36	39
	Worse today	13	11	19	13	8	23

- Large majorities of all members indicated they were comfortable with members of other racial/ethnic groups. Also, large majorities indicated they felt no peer pressure to avoid socializing with members of other racial/ethnic groups.

## Members Who Felt No Unease or Peer Pressure in Interracial Interactions

Percent of members responding <i>Not at all</i> when asked to what extent...		Racial/Ethnic Group					
		Total	White	Black	Hispanic	Asian/ Pacific Islander	Native Amer/AK Native
		%	%	%	%	%	%
Q62a	Do you feel uneasy being around people who are of races/ethnicities different from yours?	69	69	69	71	64	71
Q62b	Have you felt pressure from Service members who are of your race/ethnicity not to socialize with members of other racial/ethnic groups?	84	88	75	81	80	83

- Large majorities of all racial/ethnic groups reported having "close personal friends" among other groups and similar majorities reported socializing with members of other groups in their homes or quarters. Most members indicated that they had close personal friendships (84%) or socialized (85%) with people of other races, and most felt competent (71%) and at ease (69%) interacting with people of other races. Over half (52%) indicated that they had more friends of another race now than they did before entering the military.

### Members Who Indicated They Have Friends of Another Race/Ethnicity

Percent of members responding Yes when asked whether they had...		Racial/Ethnic Group					
		Total	White	Black	Hispanic	Asian/ Pacific Islander	Native Amer/AK Native
		%	%	%	%	%	%
Q74	Friends of a different race/ethnicity with whom you socialize in your home/quarters?	85	83	87	94	92	90
Q75	Close personal friends who are of a race/ethnicity different than yours?	84	82	84	93	92	92

- Almost all members (95%) indicated they did not know anyone who belonged to an extremist organization. Relatively few members indicated *large/very large* problems with such organizations and their activities either on the installation/ship (2% to 3%) or in the community (6%). Fifteen percent to 18% indicated that these concerns were *small/moderate* problems on installations/ships, and about 24% to 27% responded likewise about the community.
- Members were asked if they had tried to avoid a military assignment because they thought they might be subjected to racial/ethnic harassment or discrimination in a command or installation/ship. Members could respond *yes* or *no*. Responses ranged from 1% of Whites to 7% of Blacks who said they tried to avoid an assignment because they might be subject to racial/ethnic discrimination or harassment in a command or installation/ship. When asked if they had attempted to avoid an assignment for fear of racial discrimination or harassment in the surrounding community, *yes* responses ranged from 2% for Whites to 11% for Blacks.

### Members Who Tried to Avoid an Assignment Due to Expected Racial/Ethnic Harassment or Discrimination

		Racial/Ethnic Group					
	Have you tried to avoid an assignment in the military because you thought you might be subjected to racial/ethnic harassment or discrimination?	Total	White	Black	Hispanic	Asian/ Pacific Islander	Native Amer/AK Native
Q63		%	%	%	%	%	%
	Yes, I thought I might be subject to it in a Command or on an installation/ship	2	1	7	3	2	4
	Yes, I thought I might be subject to it in the local community around an installation	4	2	11	4	4	7

#### Chapter 4 – Personal Experiences Related to Race/Ethnicity

This chapter examines members' views on whether they or their families had experiences ranging from being subjected to insensitive language to physical assault because of their race/ethnicity. About two thirds of members reported an incident of some kind involving a DoD member (either military, civilian, or contractor). There were differences in the type of incident members were likely to have experienced. More members said they had experiences of *Offensive Encounters* than said they had experiences of *Threat/Harm* from another member of DoD.

#### Members Experiencing Offensive Encounters and/or Threat/Harm Involving Another DoD Member

Member Incident—DoD and 2 of Its Subcategories	Total	Racial/Ethnic Group				
		White	Black	Hispanic	Asian/ Pacific Islander	Native Amer/AK Native
	%	%	%	%	%	%
<b>Member Incident—DoD</b>	<b>67</b>	<b>63</b>	<b>76</b>	<b>79</b>	<b>70</b>	<b>76</b>
Offensive Encounters—DoD	66	62	75	78	69	74
Threat/Harm—DoD	10	8	13	13	16	15

- Similarly, almost two thirds of members indicated experiencing incidents involving civilians in the local community. Again, there were differences in the type of incident members experienced. More members indicated experiencing *Offensive Encounters* than *Threat/Harm* community incidents.

#### Members Experiencing Offensive Encounters and/or Threat/Harm Involving a Local Civilian

Member Incident—Community and Its 2 Subcategories	Total	Racial/Ethnic Group				
		White	Black	Hispanic	Asian/ Pacific Islander	Native Amer/AK Native
	%	%	%	%	%	%
<b>Member Incident—Community</b>	<b>65</b>	<b>64</b>	<b>70</b>	<b>67</b>	<b>63</b>	<b>73</b>
Offensive Encounters—Community	65	63	69	67	63	72
Threat/Harm—Community	12	12	13	13	14	19

- On the survey, incidents related to the military personnel lifecycle were assessed in four categories: *Assignment/Career*, *Evaluation*, *Punishment*, and *Training/Test Scores*. There were racial/ethnic group differences in members' perceptions that an aspect of their current *Assignment/Career* had been hampered (e.g., "My current assignment has not made use of my job skills") because of race/ethnicity. Whites were less likely than minority racial/ethnic group members to report this.

### Members Experiencing a Military Personnel Lifecycle Incident Because of Their Race/Ethnicity

Military Personnel Lifecycle Subcategories	Total	Racial/Ethnic Group				
		White	Black	Hispanic	Asian/ Pacific Islander	Native Amer/AK Native
	%	%	%	%	%	%
Assignment/Career	8	4	18	13	10	17
Evaluation	8	4	19	13	13	8
Punishment	4	2	9	6	4	5
Training/Test Scores	3	2	6	5	4	3

- Eight percent of members indicated they believed they experienced an *Evaluation* incident (e.g., "I was rated lower than I deserved on my last evaluation") because of race/ethnicity. Blacks (19%) were more likely than Whites (4%), Native Americans/Alaskan Natives (8%), and Hispanics and Asians/Pacific Islanders (13%, for both) to indicate experiencing at least one *Evaluation* incident.
- Fewer members (4% or less, overall) said that their race/ethnicity was the basis for some *Punishment* they received (e.g., "I was taken to nonjudicial punishment or court martial when I should not have been") or for an incident related to *Training/Test Scores* (e.g., "I was not able to attend a major school needed for my specialty").
- *Member/Family Incident* represents whether *members or their families* had experienced insensitive behavior, harassment, inadequate support services, fear, or other incidents because of their race/ethnicity. There were racial/ethnic group differences in the percentage of members who said they/their families had a *Member/Family Incident*. In each group, more members said they experienced a *Member/Family Services* incident (e.g., "I or my family did not get appropriate medical care") than *Member/Family Fears* (e.g., "I was afraid for me or my family to go off the installation because of gang activity").

### Members Experiencing a Member/Family Incident

Member/Family Incident and 2 of Its Subcategories	Total	Racial/Ethnic Group				
		White	Black	Hispanic	Asian/ Pacific Islander	Native Amer/AK Native
	%	%	%	%	%	%
<b>Member/Family Incident</b>	<b>23</b>	<b>18</b>	<b>37</b>	<b>28</b>	<b>23</b>	<b>26</b>
Member/Family Services	13	8	30	18	14	16
Member/Family Fears	5	5	2	3	3	6



## Executive Summary

- The likelihood of experiencing some types of incidents varied by paygrade category and Service. For most racial/ethnic groups, the percentage of members experiencing an incident decreased as paygrade increased. Among Black members, however, the percentages for officers tended to be similar to those for enlisted personnel. Using *Offensive Encounters* with other DoD members as an example, among Blacks, 77% of E1-E4, 73% of E5-E9, and 71% of officers indicated having one or more experiences in the last 12 months.

### Percentage of Paygrade Category and Racial/Ethnic Group Indicating Offensive Encounters—DoD Incident

Offensive Encounters—DoD by Paygrade Category	Racial/Ethnic Group					
	Total	White	Black	Hispanic	Asian/ Pacific Islander	Native Amer/AK Native
	%	%	%	%	%	%
Junior enlisted (E1-E4)	74	70	77	85	77	83
Senior enlisted (E5-E9)	67	64	73	74	65	69
Officers (WO1-O6)	49	46	71	60	60	56

- The likelihood of experiencing some types of incidents was also associated with Service. For example, Service was associated with the likelihood that members experienced *Offensive Encounters* with other DoD members. Service-to-Service comparisons are of interest because they provide relative information in the absence of absolute standards or norms. At the same time, such comparisons are influenced by factors related to the composition of each Service. Two factors that influence the Service-related findings are the Service's percentage of personnel who are (a) members of minority racial/ethnic groups and (b) enlisted personnel versus officers. Services with proportionately more of its members from minority racial/ethnic groups or with proportionately more enlisted personnel are expected to have higher incidence rates.

### Members Indicating an Offensive Encounters—DoD Incident by Service

Offensive Encounters—DoD by Service	Racial/Ethnic Group					
	Total	White	Black	Hispanic	Asian/ Pacific Islander	Native Amer/AK Native
	%	%	%	%	%	%
Army	71	68	74	78	70	81
Navy	67	63	79	77	69	72
Marine Corps	73	69	80	83	77	83
Air Force	58	53	70	74	63	61
Coast Guard	61	58	81	74	63	68

- The few gender- and geographic location-related differences that were detected did not appear to be part of a discernible pattern of results.

- Members experiencing any incident of racial/ethnic insensitivity, harassment, or discrimination were asked whether they held DoD or their Service responsible for its prevention. Fifty-two percent of Whites, 67% of Hispanics, 68% of Asians/Pacific Islanders and Native Americans/Alaskan Natives, and 74% of Blacks held DoD or their Service responsible for preventing some or all of the incidents they experienced.

### Chapters 5 & 6 – The Most Bothersome Situation-Description, Handling, and Reporting the Experience

In the survey, Service members indicated whether or not they experienced insensitive, harassing, or discriminatory incidents during the preceding 12 months. Members who said they had experienced at least one such incident were then asked to report on the “most bothersome” situation.<sup>1</sup> Subsequent survey questions asked respondents details about that most bothersome situation. Chapter 5 contains findings on the experience (e.g., what happened, where it happened, frequency, and duration of the situation, etc.) and Chapter 6 contains results on how the member handled the experience (if it was reported, reasons for not reporting, satisfaction with the complaints process, etc.).

- Relatively small percentages of members of all racial/ethnic groups (7% for Blacks and Hispanics, 10% for Asians/Pacific Islanders, 11% for Whites, and 16% for Native Americans/Alaskan Natives) indicated that their most bothersome situation involved a violent or threatening type of event. Most often, the bothersome situation involved some type of offensive behavior or material such as offensive speech; non-verbal looks, dress, or appearance; or music, pictures, or printed material.
- The situation generally occurred on a US military installation (60%) and during duty hours (48%). In a separate question, 42% said their most bothersome situation occurred mostly in the local community.<sup>2</sup>
- Members were more likely to indicate that they (45%), rather than their families (22%), were the target of the experience.
- Forty-seven percent to 57% of racial/ethnic minority group members said the offender was of a higher rank/grade; 37% of Whites said this. Fewer members said the offender was an immediate supervisor: 20%-25% of racial/ethnic minority group members compared to 14% of Whites.
- There was a strong propensity *not* to report the situation to an individual or office in either the military or local community. Among those who responded to this portion of the questionnaire, 79% of Blacks, 85% of Whites and Hispanics, and 86% of Asians/Pacific Islanders, did *not* report their most bothersome situation.
- Two of the major reasons offered for not reporting were that (1) nothing would be done and (2) it was not important enough to report.

<sup>1</sup> Comparing results in Chapter 4 with those in Chapters 5 and 6 is difficult because 25% of those who reported an incident of insensitivity, harassment or discrimination did not respond to the survey questions seeking details about the most bothersome situation.

<sup>2</sup> Responses to the two questions asking whether the situation occurred mostly on the installation/ship (60%) or mostly in the local community (42%) do not sum to 100% because a respondent could have marked *yes* (or marked *no*) to both questions.

### Two Most Frequently Cited Reasons for Not Reporting Bothersome Situation

Reason Most Bothersome Situation Not Reported	Total	Racial/Ethnic Group				
		White	Black	Hispanic	Asian/ Pacific Islander	Native Amer/AK Native
	%	%	%	%	%	%
Q56e Nothing would be done	39	39	41	37	32	41
Q56b Not important enough	29	31	21	34	38	20

Note. The percentages presented in this table are based only on the number of members who described their most bothersome situation, not the total number of members.

- When asked about the organization's response to their reporting, about half said their complaint was substantiated, nothing was done, and/or that the complaint was discounted.

### Four Most Frequently Cited Organizational Responses to the Complaint

Organization's Finding or Response	Total	Racial/Ethnic Group				
		White	Black	Hispanic	Asian/ Pacific Islander	Native Amer/AK Native
	%	%	%	%	%	%
Q54a Substantiated complaint	57	60	54	56	49	48
Q54e Did nothing	51	53	48	49	47	53
Q50a Person(s) talked to about behavior	51	48	53	57	48	48
Q50g Discounted complaint	49	47	50	52	52	61

- There were no significant racial/ethnic differences in the percentage of members who were satisfied/dissatisfied with the complaint process. Overall, among those reporting their most bothersome situation, 18% were satisfied and 52% were dissatisfied with the complaint process. The survey instrument did not contain additional questions asking dissatisfied members to describe further their experiences with the complaint process.
- The survey also asked whether the bothersome situation caused members to lose trust in or have negative feelings about either their co-workers or supervisors. Thirty-four percent of Whites and 45%-56% of racial/ethnic minorities said that the situation caused them to lose trust in or have negative feelings about their co-workers. Thirty-one percent of Whites and 43%-54% of racial/ethnic minorities said they felt this way about their supervisors.
- Thirty-four percent of Whites and 40%-49% of racial/ethnic minority group members indicated that the situation caused them to think about leaving the Service. Over half of members in all racial/ethnic groups said the bothersome situation caused them anger or rage.

- Members who described their most bothersome situation tended to take passive steps to stop or defuse the situation. These steps included ignoring the discriminating or harassing behavior, acting as if the situation was not bothersome, and avoiding the offender.

### Top Three Member Responses to Most Bothersome Situation

Actions—Other than Reporting—Taken to Stop the Most Bothersome Situation <sup>3</sup>	Total	Racial/Ethnic Group				
		White	Black	Hispanic	Asian/ Pacific Islander	Native Amer/AK Native
	%	%	%	%	%	%
Q45a I ignored the behavior	68	68	65	71	70	70
Q45g I acted as though it didn't bother me	56	57	53	61	61	52
Q45b I avoided the offender(s)	52	51	49	58	57	57

Note. The percentages presented in this table are based only on the number of members who described their most bothersome situation, not the total number of members.

### Chapter 7 – Promoting EO Climate

This chapter examines members' perceptions of three issues central to a viable EO program: 1) whether proactive leadership was being used for EO, 2) the perceived state of enforcement of EO-related policies and programs, and 3) training programs to combat racial/ethnic harassment and discrimination. Leadership was examined at three levels: immediate supervisor, senior leadership of installation/ship, and senior leadership of the respondent's Service.

- Majorities of all racial/ethnic groups indicated their immediate supervisor made "honest and reasonable efforts" to stop racial/ethnic harassment and discrimination, although race/ethnicity-based differences were present. Blacks were least likely and Whites were most likely to state that supervisors made such efforts.

### Did Immediate Supervisor Make Honest and Reasonable Efforts?

Q59c My immediate supervisor... makes honest and reasonable efforts to stop racial/ethnic discrimination and harassment, regardless of what is said officially	Total	Racial/Ethnic Group				
		White	Black	Hispanic	Asian/ Pacific Islander	Native Amer/AK Native
	%	%	%	%	%	%
Yes	69	74	58	63	60	60
No	12	10	18	15	13	23
Don't know	19	16	24	22	27	17

<sup>3</sup> Question 45 provided respondents with a list of 11 actions and asked respondents to mark all of the actions they took to stop the most bothersome situation.

## Executive Summary

- Similar percentages of members in all racial/ethnic groups said that senior leadership at the installation/ship and Service levels made honest and reasonable efforts to reduce racial/ethnic harassment and discrimination. Again, Whites were most likely and Blacks least likely to have indicated that leaders at these levels made honest and reasonable efforts.

### Did Senior Leadership of Installation/Ship Make Honest and Reasonable Efforts?

		Racial/Ethnic Group					
Q59b	Senior leadership of my installation/ship... makes honest and reasonable efforts to stop racial/ethnic discrimination and harassment, regardless of what is said officially.	Total	White	Black	Hispanic	Asian/ Pacific Islander	Native Amer/AK Native
		%	%	%	%	%	%
	Yes	63	69	46	54	58	57
	No	11	9	20	15	11	13
	Don't know	26	23	34	31	31	30

### Did Senior Leadership of Service Make Honest and Reasonable Efforts?

		Racial/Ethnic Group					
Q59a	Senior leadership of my Service... makes honest and reasonable efforts to stop racial/ethnic discrimination and harassment, regardless of what is said officially.	Total	White	Black	Hispanic	Asian/ Pacific Islander	Native Amer/AK Native
		%	%	%	%	%	%
	Yes	63	68	47	56	60	62
	No	11	8	19	15	9	10
	Don't know	26	23	34	29	31	27

- Race/ethnicity-based differences were found when respondents were asked for their perceptions of the thoroughness of investigations into complaints of racial/ethnic discrimination and harassment. Many Service members, however, indicated that they did not know whether investigations were thorough (this information is not generally available to those not involved in the investigation).

### Was Investigation of Complaints on Installation/Ship Thorough?

		Racial/Ethnic Group					
Q58	In your opinion, have any of these actions been taken on your installation/ship to reduce racial/ethnic discrimination and harassment?	Total	White	Black	Hispanic	Asian/ Pacific	Native
						Islander	Amer/AK Native
•	<i>Providing thorough investigation of complaints</i>	%	%	%	%	%	%
	Yes	46	50	38	39	45	39
	No	10	8	17	12	11	16
	Don't know	43	42	46	49	44	46

- There were race/ethnicity-based differences in whether members indicated that penalties were enforced against offenders. Large percentages of members indicated that they were not knowledgeable about the enforcement of penalties.

### Were Penalties Enforced Against Offenders?

Q58	In your opinion, have any of these actions been taken on your installation/ship to reduce racial/ethnic discrimination and harassment?	Total	Racial/Ethnic Group				
			White	Black	Hispanic	Asian/ Pacific Islander	Native Amer/AK Native
	<i>Enforcing penalties against offenders</i>	%	%	%	%	%	%
	Yes	44	46	36	41	46	41
	No	10	8	16	12	9	12
	Don't know	46	45	48	48	44	46

- An effective complaints handling system must ensure that the targets of racial/ethnic harassment or discrimination know the system will protect them if they file a complaint. The perception of members in this area differed across racial/ethnic groups. More Whites (61%) than racial/ethnic minorities (47% to 50%) indicated that to a *large/very large extent* they could file a report without fear of negative consequences.
- Seventy-seven percent of members indicated they had received EO training during the 12 months prior to the survey. Of those who had received some training, 14% indicated that it was *not at all effective* in preventing or reducing discriminatory or harassing behaviors. Thirty-three percent indicated that the training was *slightly effective*; 39% felt it was *moderately effective*; and 15% believed it was *very effective* in preventing/reducing these types of behaviors.
- On the question of whether the military had paid the *right amount* of attention to race relations, Whites were more likely to say that the military had paid *too much* attention and Blacks were more likely to say the military had paid *too little* attention.

### Amount of Attention the Military Has Paid to Racial/Ethnic Discrimination and Harassment in Past Several Years

Q60	Has the military paid too much or too little attention to racial/ethnic discrimination and harassment in the past several years?	Total	Racial/Ethnic Group				
			White	Black	Hispanic	Asian/ Pacific Islander	Native Amer/AK Native
		%	%	%	%	%	%
	Too little	28	17	62	38	28	33
	Right amount	49	53	36	50	59	43
	Too much	23	30	3	11	13	24

## Chapter 8 – Perceptions of Opportunity and Global Attitudes

This chapter presents findings on members' perceptions of opportunities in the military and their general attitudes toward EO in both the military and the nation overall. It is worth noting that, since this is a first-of-its-kind survey, there are no benchmarks against which to measure EO changes or progress. In place of benchmark data comparisons, members were asked to judge the racial/ethnic environment in the military today against two standards. First, members who had been in the military for at least 5 years were asked to compare opportunities today to those of 5 years ago. Second, all members were asked to compare opportunities/conditions in the military against those available in the civilian sector.

- When asked if opportunities were *better today*, *worse today*, or *about the same as five years ago*, respondents tended to say that opportunities had improved more for others than for members of their own racial/ethnic group. Note that the shaded areas in the tables below highlight members' responses about opportunities for their own racial/ethnic group.

### Members Indicating Opportunities in the Nation Are "Better Today"

Q79a-e	In your opinion, have opportunities gotten better or worse over the last 5 years...in our nation...?	Racial/Ethnic Group of Respondent				
		White	Black	Hispanic	Asian/ Pacific Islander	Native Amer/AK Native
		%	%	%	%	%
	For Whites	15	51	40	43	24
	For Blacks	67	37	57	62	63
	For Hispanics	62	41	45	57	58
	For Asians/Pacific Islanders	55	43	43	50	50
	For Native Americans/Alaskan Natives	49	32	37	48	41

### Members Indicating Opportunities in the Military Are "Better Today"

Q79f-j	In your opinion, have opportunities gotten better or worse over the last 5 years...in the military...?	Racial/Ethnic Group of Respondent				
		White	Black	Hispanic	Asian/ Pacific Islander	Native Amer/AK Native
		%	%	%	%	%
	For Whites	16	53	45	48	23
	For Blacks	62	39	58	62	65
	For Hispanics	59	43	47	58	57
	For Asians/Pacific Islanders	52	43	47	50	51
	For Native Americans/Alaskan Natives	49	37	43	51	41

- Overall, most members said that opportunities/conditions were the same or better *in the military* than in civilian life. There were three exceptions: most members said that opportunities/conditions were the same or better *in civilian life* for quality of life, pay and benefits, and chance to show pride in racial/ethnic group.

**Members Indicating Opportunities/Conditions for People of Their Race/Ethnicity  
Are Better as a Civilian, Not Different, or Better in the Military**

Opportunities/Conditions			Racial/Ethnic Group					
			Total	White	Black	Hispanic	Asian/ Pacific Islander	Native Amer/AK Native
Response Option			%	%	%	%	%	%
<b>Social Conditions</b>								
Q73k	Freedom from extremism/hate crimes	Better as a civilian	3	3	3	4	3	6
		No difference	51	52	51	48	52	52
		Better in the military	46	45	46	49	45	42
Q73i	Freedom from harassment	Better as a civilian	7	7	7	8	7	14
		No difference	57	57	60	56	57	56
		Better in the military	35	36	33	35	36	30
Q73j	Freedom from discrimination	Better as a civilian	7	7	5	7	7	11
		No difference	56	55	61	55	55	56
		Better in the military	37	38	34	38	38	33
Q73f	Fair administration of criminal justice	Better as a civilian	16	16	18	16	12	19
		No difference	56	58	50	51	61	54
		Better in the military	28	26	32	32	28	27
<b>Opportunities to Show Pride</b>								
Q73g	Chance to show pride in self	Better as a civilian	12	10	15	16	11	20
		No difference	51	55	45	42	49	44
		Better in the military	37	35	41	43	41	36
Q73h	Chance to show pride in your racial/ethnic group	Better as a civilian	21	17	30	26	19	34
		No difference	64	69	51	53	60	50
		Better in the military	16	13	19	22	22	16
<b>Economic Opportunities/Conditions</b>								
Q73c	Fair performance evaluations	Better as a civilian	14	13	16	15	13	18
		No difference	62	65	53	56	64	58
		Better in the military	24	21	31	29	23	24
Q73d	Education and training opportunities	Better as a civilian	16	15	17	18	16	20
		No difference	42	48	25	34	44	42
		Better in the military	43	38	57	48	40	38
Q73e	Quality of life	Better as a civilian	35	37	33	33	31	38
		No difference	41	45	31	36	45	33
		Better in the military	23	19	36	32	24	29
Q73b	Pay and benefits	Better as a civilian	37	38	36	31	30	31
		No difference	42	46	29	38	47	41
		Better in the military	21	16	35	31	23	27



## Executive Summary

- Finally, many members viewed their association with their Service positively. Most members (70%) indicated that being in their Service inspired them to do the best job they could; Hispanics and Asians/Pacific Islanders (76% and 75%, respectively) were more likely than Whites and Blacks (69% and 68%, respectively) to respond in this manner. In addition, 81% of Whites, Hispanics, and Asians/Pacific Islanders—compared to 75% of Native Americans/Alaskan Natives and 74% of Blacks—said they were proud to tell others they were members of their Service. Almost two thirds (63%) of members indicated that they were satisfied with their job overall. Over half (52% to 60%) of members in each racial/ethnic group said that if they had to decide, they would choose to remain in the military.

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# CHAPTER 1: INTRODUCTION

## Purpose

In 1996-97, the Defense Manpower Data Center (DMDC) conducted the first Joint-Service survey to assess active-duty service members' perceptions of personnel issues in the military and policies intended to ensure fair treatment and equal opportunity (EO) in the Department of Defense (DoD) and Coast Guard. The 16-page *Equal Opportunity Survey (EOS)* also allowed service members to indicate whether or not they or their family members experienced racial/ethnic insensitivity, harassment, or discrimination. The survey also elicited opinions on topics such as the EO complaint process, leadership commitment to EO, EO training, and EO progress in the military and across the nation. This report provides the survey results. It also briefly describes the background of the project, survey development and administration, and analytic procedures.

## Background

The Census Bureau (1996) estimated that by the year 2005, Whites will comprise 70% of the population compared to 74% in 1995; Hispanics will comprise 13% versus 10%; Asians/Pacific Islanders will be 4% versus 3%; and Blacks will remain at approximately 12% of the population. Accompanying this increasing heterogeneity are differing views about the extent to which discrimination is present in society. Research shows that there continue to be differences in the perceptions of Whites and Blacks regarding the presence of discrimination (Gallup, 1997). Whites have consistently been more optimistic than Blacks regarding the achievement of racial equality; conversely, Blacks have been more likely than Whites to indicate the continuing presence of racial discrimination (Hochschild, 1995). Researchers studying military personnel issues have also found that White and Black service members had different perceptions of EO (Moskos &

Butler, 1996) and that Blacks were more likely than Whites to perceive discrimination against minorities (Dansby & Landis, 1991).

Increasing racial/ethnic heterogeneity in society, along with discrepant perceptions of EO by Whites and Blacks, underscores the importance of understanding obstacles to fair treatment and equal opportunity in the military. Civilian leaders and organizations have called for an examination of progress toward EO goals, the obstacles that remain, and the need for new approaches to address existing inequities. In 1997, President Clinton established the Advisory Board to the President on Race. In his remarks to introduce the Board, the President noted that its primary purpose is "launching a nationwide, honest discussion...that will lead to specific recommendations for further actions."

DoD has long been concerned with racial/ethnic issues and the development of policies and programs to ensure equal opportunity without regard to race or ethnicity. Military EO achievements are considerable and have been recognized widely. In their report to the President, Stephanopoulos and Edley (1995) noted the "significant progress" in EO made by the military. Recently, Patterson's (1997) book, *The Ordeal of Integration*, praised the military for its progress in EO, citing it and particularly the Army as "a virtual model of successful race relations for the civilian community." The administration of the *EOS* is yet another benchmark in DoD's history of leadership in the EO arena. A brief review of major EO events in the military's history helps to establish a context for understanding the findings presented later. This context is established by discussing watershed events that occurred between 1948 and 1990, reviewing recent initiatives to monitor and enhance military EO, describing Service-specific surveys that address EO, and listing the events and legislation that led to the *EOS*.

### **Watershed Events: 1948-1990<sup>4</sup>**

On July 26, 1948, President Truman issued Executive Order 9981 which declared "equality of treatment and opportunity for all persons in the Armed Forces without regard to race, color, religion, or national origin." Although that 1948 Executive Order did not explicitly call for the end of segregation in the military, it provided the impetus to do so. For the next 30 years, military EO efforts concentrated on the integration of Blacks into the force. Therefore, much of the military's EO history is documented in terms of Blacks and Whites. During the last two decades, military EO emphases have been expanded to examine the representation of and opportunities for members of additional racial/ethnic minority groups.

Following the issuance of Executive Order 9981, the Services had differing views of EO and initially developed Service-specific policies to end segregation. The last Service to abolish segregated units was the Army. It did so following Project Clear during the Korean War. Project Clear demonstrated to DoD officials that increasing contact between White and Black military members would result in soldiers having a more favorable attitude toward the racial integration of units (Binkin, Eitelberg, Schexnider, & Smith, 1982).

By 1954, all Services had ended the use of all-Black units. Researchers of that time period indicated that integration in the military was far ahead of the rest of society and that military bases were "islands of integration in a sea of Jim Crow" (Moskos, 1957, as cited by Binkin et al., 1982). Despite these changes in the military, minority service members often faced problems when they left military installations and ventured into nearby communities to use local services or obtain housing. Consequently, military-civilian relations were a focus of DoD attention during this

period. By 1963, installation commanders were given responsibility for ensuring equality of treatment of military personnel both on and off installation (Defense Equal Opportunity Council, 1995). Despite the issuance of Executive Order 9981, the dismantling of segregated units, and subsequent efforts to expand opportunities for minority service members and their families, racial/ethnic harassment and discrimination of active-duty members continued.

After passage of the Civil Rights Act of 1964, Black service members increasingly expected better and more equitable treatment. From the mid-1960s through the early 1970s, military leaders renewed efforts to eliminate segregated housing and schools in the communities around military installations. In addition to dealing with harassment and discrimination in neighboring civilian communities, military leaders were confronted with racial unrest within the military during the Vietnam War (see Defense Equal Opportunity Council, 1995). For example, race riots occurred aboard Navy ships and on military installations. In response to these incidents and other concerns, DoD established training programs on race/human relations and created in 1971 what eventually came to be known as the Defense Equal Opportunity Management Institute (DEOMI). Also, both the Army and the Navy instituted large-scale research programs to investigate and better understand racial and ethnic relations.

The concerns, protests, and riots that were part of the civil rights movement and resulted, in part, from opposition to involvement in Vietnam, were watershed events in the evolving role of the military's leadership in the EO area (Dansby & Landis, 1996; Department of Defense, 1985). Although Blacks fought for the right to enter the military in World Wars I and II, a different concern regarding their

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<sup>4</sup> The bibliography at the end of this report provides additional sources for readers interested in obtaining in-depth knowledge of military racial/ethnic findings.

participation arose during the Vietnam War. This concern centered on Blacks being overrepresented in combat and disproportionately subjected to danger (see Binkin et al., 1982).

Instituting the All-Volunteer Force with the end of the draft was a significant step on the road to establishing expanded opportunities within DoD for racial/ethnic minorities (Binkin & Eitelberg, 1986). Eliminating the draft and its readily available source of personnel resulted in an increased need to make the military an attractive career opportunity. The military's success in providing attractive opportunities for racial and ethnic minorities is reflected in the change in the demographics of military personnel over the last two decades. For example, Black representation in the active-duty military was 11% in 1972, just prior to the introduction of the All-Volunteer Force (Binkin & Eitelberg, 1986). By 1997, Black representation had risen to 20%.<sup>5</sup> Hispanic representation almost doubled during the same time period, rising from 4% in 1972 to 7% in 1997. In 1972, DoD did not collect data on racial/ethnic categories comparable to those currently defined as Asian/Pacific Islander and Native American/Alaskan Native. In 1980, Asians/Pacific Islanders constituted 2% of the active-duty military, and 1% were Native Americans/Alaskan Natives. By 1997, the representation of Asians/Pacific Islanders had risen to 3%, while that of Native Americans/Alaskan Natives was unchanged.

#### **Recent Initiatives to Monitor and Enhance Military Racial/Ethnic EO**

The 1990s have been a time of important policy and program initiatives to (a) restructure and strengthen EO programs and (b) understand EO concerns better. While most of the initiatives were internal Defense Department efforts, some efforts were headed by external groups.

The year 1994 was particularly significant for military EO. DoD reestablished the position of Deputy Assistant Secretary of Defense for Equal Opportunity as the focal point for military and civilian EO policies and programs. In addition, the Secretary and Deputy Secretary of Defense, the Service Secretaries, The Chairman of the Joint Chiefs of Staff, and the military Chief of each Service emphasized their support of the Department's Human Goals by affixing their signatures to a revised charter. Among this Charter's goals are:

"To assure that equal opportunity programs are an integral part of readiness;

To make military and civilian service in the Department of Defense a model of equal opportunity for all regardless of race, color, sex, religion, or national origin...

To create an environment that values diversity and fosters mutual respect and cooperation among all persons."

In 1998, Secretary of Defense Cohen and the other signatories reaffirmed these goals by signing a new Charter.

Another significant 1994 EO action was restructuring the membership of the Defense Equal Opportunity Council (DEOC). The Deputy Secretary of Defense became the Chair of the restructured DEOC and the Under Secretariat of Defense and the Secretaries of the Military Departments were made members of the DEOC. The involvement of the most senior leaders signalled that EO issues would receive oversight from the Department's top officials. This committee advises the Secretary of Defense on EO policies, coordinates policies, and reviews military and civilian programs.

While the 1994 policy initiatives were being promulgated, efforts to obtain empirical data on racial/ethnic

<sup>5</sup> This percentage and the rest of the percentages in this paragraph are based on DMDC's Active Duty Military Master File.

issues were underway. In 1994, the DEOC impaneled a high-level Task Force, co-chaired by the Secretary of the Air Force and the Under Secretary of Defense for Personnel and Readiness, to review the Services' discrimination complaints systems and recommend DoD-wide standards for enhancing those systems. Following extensive data gathering and analysis, the Task Force issued its two-volume report (DEOC, 1995) which presented findings and outlined goals and principles for an effective complaints processing system.

A number of other EO initiatives were also underway. DoD undertook an officer pipeline study to examine factors that might limit the number of minorities throughout the officer corps. Additionally, the House Armed Services Committee Staff Task Force (1994) conducted focus groups with military members of all Services to gauge the climate of race relations in the military. Finally, the US General Accounting Office (GAO) began a set of three investigations. It developed an annotated review of military EO studies, examined promotion figures for various racial/ethnic subgroups, and conducted focus groups at a large number of military installations (GAO, 1995; 1996).

### Service-Specific Survey Programs

In addition to the DoD survey described in this report, there have also been numerous Service-specific research efforts to monitor racial/ethnic relations and similar matters. This research has involved a combination of programmatic efforts and one-time, special reports. The Services' multi-year programs to obtain survey data pertaining to EO and racial/ethnic climates have been particularly relevant to the EOS project. Brief descriptions are provided for each Service.

**Army.** In 1972 and 1974, the Army administered the *Enlisted Personnel Questionnaire* (see Thomas, 1988, for a review of Army research). Findings from the 103-item survey mostly compared Whites and

Blacks. Currently, the Army administers a *Sample Survey of Military Personnel (SSMP)* twice a year to gather information about a wide range of topics. Harassment and discrimination items have been included in *SSMP* administrations in the Spring of 1987, 1988, 1989, 1992, 1993, 1995, and 1997.

**Navy.** From 1974 through 1984, the Navy administered a 88-item *Human Resource Management (HRM) Survey*. The focus of the *HRM Survey* was organizational climate and effectiveness, with some items dealing directly with race relations. Differences in scores among racial/ethnic groups on measures of organizational climate were assumed to indicate possible EO problems that ultimately could affect the command's functioning (see Rosenfeld, Thomas, Edwards, Thomas, & Thomas, 1991, for an overview).

Five years after the last administration of the *HRM Survey*, the Navy began fielding its biennial *Navy Equal Opportunity/Sexual Harassment (NEOSH) Survey* (Rosenfeld, Newell, & Le, in press). Although the number of items has varied across the administrations of the survey, there are typically more than 140 questions (some with multiple items) on the questionnaire. Approximately 80 questions are devoted to racial/ethnic climate measurement.

The Navy has also administered a Reserve version of its *NEOSH Survey*. The *NEOSH-R Survey* was first fielded in 1993, and is similar to the regular *NEOSH Survey* except for a few items. Those revisions reflect the unique characteristics of Reserve Service.

*NEOSH and NEOSH-R Survey* administration and findings are at the Service level. Command-level assessments are also gathered with the *Command Assessment Team Survey System ()*. Developed in 1992, *CATSYS* contains a subset of about 40 items from the larger *NEOSH Survey*. *CATSYS* can be administered either by paper-and-pencil or

computer. In addition to providing item response data in tabular form for the total command and various demographic subgroups, the software can generate line graphs and pie charts. Also, commands can interpret their statistics relative to those that were obtained with the Service-wide *NEOSH Survey*.

**Marine Corps.** The Marine Corps assesses racial/ethnic discrimination (and sexual harassment) with the *Marine Corps Equal Opportunity Survey (MCEOS)*. The *MCEOS* (Culbertson & Rosenfeld, 1996) was constructed by modifying and supplementing items from the *NEOSH Survey*. The active-duty version of the *MCEOS* was administered in 1994, 1996, and 1997; the Reserve version was administered in 1996 and 1997. The *MCEOS-Reserve* is very similar to the active-duty *MCEOS*.

Like the Navy, the Marine Corps has developed a computer-based, command-level version of its Service-wide survey. Developed in 1995, the *Marine Corps Command Assessment Survey System (MCCAS)* contains a subset of about 40 items.

**Air Force.** Although the Air Force has maintained a strong survey program, it has not constructed special surveys to assess EO issues. In recent years, the Air Force was the first Service to adopt the DoD-wide sexual harassment survey as its primary means of assessing that EO concern. The Air Force plans to use the *EOS* as its primary instrument for documenting and tracking Air Force data on racial/ethnic harassment and discrimination.

#### **DoD-wide Survey of Equal Opportunity and Racial/Ethnic Issues**

In addition to these ongoing efforts to address racial/ethnic issues in the military, senior leaders continue to seek ways to better understand climate and racial/ethnic relations in the military to ensure fair treatment and equal opportunity. One such means is by obtaining empirical data and using those data for policy formulation and review.

In January 1994, the Under Secretary of Defense for Personnel and Readiness asked DMDC to develop and field a survey to assess racial/ethnic issues. During 1994, House Armed Services Committee staffers also conducted focus groups and concluded that racial/ethnic harassment and discrimination problems existed and warranted further investigation. After learning of the Under Secretary's commitment to a DoD-wide racial/ethnic harassment and discrimination survey, a requirement for ongoing surveys was inserted in the *National Defense Authorization Act for Fiscal Year 1995* (Public Law No. 103-337).

That legislation provided that, "The Secretary of Defense shall carry out a biennial survey to measure the state of racial and ethnic issues and discrimination among members of the armed forces serving on active duty. The survey shall solicit information on the race relations climate in the armed forces, including—

- indicators of positive and negative trends of relations between all racial and ethnic groups;
- the effectiveness of Department of Defense policies designed to improve race and ethnic relations; and
- the effectiveness of current processes for complaints on and investigations into racial and ethnic discrimination."

Two years after the *National Defense Authorization Act for Fiscal Year 1995* Conference Report called for a biennial survey of racial/ethnic issues, additional Congressional guidance was provided. Specifically, the *National Defense Authorization Act for Fiscal Year 1997* (Conference Report, page 748) stated, "Finally, this section would require the Secretary to conduct an annual survey on race relations, gender discrimination and hate group activity." The statutory requirement (Title 10, USC, Chapter 23, Section 481, December 1996) provides that "The Secretary of Defense shall carry out an annual survey to measure the state of racial, ethnic and gender issues and discrimination among members of the



Armed Forces serving on active duty and the extent (if any) of activity among such members that may be seen as so-called 'hate group' activity. The survey shall solicit information on the race relations and gender relations climate in the Armed Forces including—

- indicators of positive and negative trends of relations among all racial and ethnic groups and between the sexes;
- the effectiveness of Department of Defense policies designed to improve race, ethnic, and gender relations; and
- the effectiveness of current processes for complaints on and investigations into racial, ethnic, and gender discrimination.”

handling, reporting procedures, and outcomes. In Chapter 7, perceptions of EO climate—particularly regarding proactive leadership, enforcement, and training—are provided. Chapter 8 presents members' perceptions of opportunities and global attitudes.

### Organization of This Report

The remainder of this report is organized into eight chapters. Chapter 2 describes survey design, administration, and analytic procedures. Topics in Chapter 3 include members' perceptions of race and ethnic relations in the military and includes questions on awareness of hate groups and extremists. Chapter 4 discusses the extent to which active-duty members indicated that they or their families experienced racial/ethnic insensitivity, harassment, or discrimination. Chapters 5 and 6 provide in-depth analyses from a section of the survey in which respondents described the race/ethnicity-related situation that bothered them most in the previous 12 months. Chapter 5 includes an analysis of the behaviors which respondents indicated were most bothersome as well as descriptions of the situation. Chapter 6 continues the analysis by examining respondents' experiences with and perceptions of complaints

## CHAPTER 2: SURVEY METHODOLOGY

### Survey Design and Administration

A copy of the 16-page, 81-question (some with multiple items) *EOS* is provided in Appendix A. The survey's items can be grouped broadly into several categories: workplace and job satisfaction; career issues; types, frequency, and effects of personal experiences related to race/ethnicity; use of and satisfaction with the complaints process and outcomes; opinions about personnel policies and programs; interpersonal relations of service members from different races/ethnicities; and members' views of EO in the military now, 5 years ago, and in the civilian sector. Because of the unique nature of this research, survey items could not be readily adopted from scales that have appeared in the civilian research literature. Additional information on the development and administration of the survey are provided in Appendix B of this report and by Elig, Edwards, and Riemer (1997).

Data were collected by mail with procedures designed to maximize response rates. Starting in August 1996, an introductory letter explaining the survey and soliciting cooperation was sent to members. The introductory letter was followed about six weeks later by a package containing the questionnaire and instructions for completing and returning the survey. A second letter was sent to thank individuals who had already returned the questionnaire and to ask those who had not to complete and return it. At approximately four weeks and eight weeks after the initial survey mailing, second and third questionnaires with letters stressing the importance of the survey were mailed to individuals who had not responded to previous mailings.

The population of interest for the 1996 *EOS* consisted of all active-duty Army, Navy, Marine

Corps, Air Force, and Coast Guard members (including Reservists on full-time duty) below the rank of admiral or general, with at least six months of service. The sampling frame included only those members who were on active duty in April 1996, with final eligibility conditional on also being on active duty in June and September 1996.

Nonproportional stratified random sampling<sup>6</sup> procedures were employed to ensure adequate sample sizes for subgroups of particular interest; thus, ethnic minorities were oversampled relative to their presence in the overall military population. The sampling design considered requirements for analyses by Service; gender; racial/ethnic group membership (Hispanic, non-Hispanic Black, non-Hispanic White, Asian/Pacific Islander, and Native American/Alaskan Native); paygrade; location (US, Europe, Asia/Pacific Islands); and the density in duty occupations of Blacks, Hispanics, and total minorities.

The initial sample for the *EOS* consisted of 76,754 individuals, of whom 73,496 were ultimately determined to be eligible members of the target population. When the survey fielding closed in February 1997, usable surveys were received from 39,855 Service members. The overall weighted response rate for eligibles, corrected for nonproportional sampling, was 53%. Complete details of the sample design and response rates for each race/ethnicity and paygrade category are reported in Wheeless, Mason, Kavee, Riemer, and Elig (1997).

Data were weighted to reflect the population of interest. The weights reflected (a) the probability of selection for that member, (b) a nonresponse adjustment to minimize bias arising from differential response

<sup>6</sup> In stratified random sampling, all members of a population are categorized into homogeneous groups. For example, members might be grouped by gender and Service (all male Army personnel, all female Navy personnel in another, etc.). Members are chosen at random within each group. Small groups are oversampled in comparison to their proportion of the population so that there will be enough respondents even from small groups to analyze. The oversampling is taken into account in analyses so that all groups are represented in their proper proportions.

rates among demographic subgroups, and (c) a post-stratification factor for September 1996—the month in which the questionnaire was first distributed.

## Analytic Procedures

### Estimation Procedures

Because the *EOS* utilized a complex sample design (i.e., nonproportional stratified random sampling), all results in this report were weighted to provide unbiased population estimates. Special statistical software (SUDAAN<sup>7</sup>) was used to estimate variances for all survey statistics. Technical manuals (Elig et al., 1997; Wheelless et al., 1997) provide further information on sample design and the calculation of variance estimates.

All sample surveys are subject to sampling error. The standard error of a survey estimate is a measure of the variation among estimates from all the possible samples of the same size that could be drawn. Estimates in this report are expressed as percentages and are reported with a 95% confidence interval half-width ( $\pm CI$ ). When the  $\pm CI$  is added to and subtracted from the reported percentage estimate, the 95% confidence interval is obtained for the estimate. The 95% confidence interval covers the population value 95% of the time. In the tables of this report, the  $\pm CIs$  are listed to the right of the estimate to which they apply. In the figures, the full 95% confidence interval appears between the

whiskers that are attached to each finding, with the midpoint of that whisker being the estimate.

In this report, pairs of percentage estimates were compared to see if they were statistically different. When the 95% confidence interval for one estimate did not overlap the 95% confidence interval for another estimate, the difference between the two estimates was judged to be statistically significant (at the 95% confidence level)<sup>8</sup>. Conversely, if the two intervals overlapped, the difference between the estimates was not assumed to be statistically significant (at the 95% confidence level)<sup>9</sup>.

### Subgroups

This report focuses on DoD-wide findings as well as findings for subgroups within DoD. These subgroups are race/ethnicity, Service, gender, paygrade category, and geographical location. Survey self-reports were the primary sources for constructing these analytic demographic variables; missing survey data were supplemented by administrative record data. Self-reported race/ethnicity at the time of the survey was considered to be more accurate than the race/ethnicity variable in administrative records. Although self-report and administrative data were almost always identical for Service and gender variables, self-reported location and paygrade were expected to more accurately reflect members' characteristics at the time of the survey.

There were five racial/ethnic categories<sup>10</sup>: non-Hispanic White, non-Hispanic Black, Hispanic,

<sup>7</sup> SUDAAN® is a registered trademark of Research Triangle Institute, Research Triangle Park, NC, USA.

<sup>8</sup> This is a conservative approximation because exact tests could indicate some differences are statistically different even when the intervals overlap. This is particularly true when the difference is between two estimates of the same group's responses on two different items.

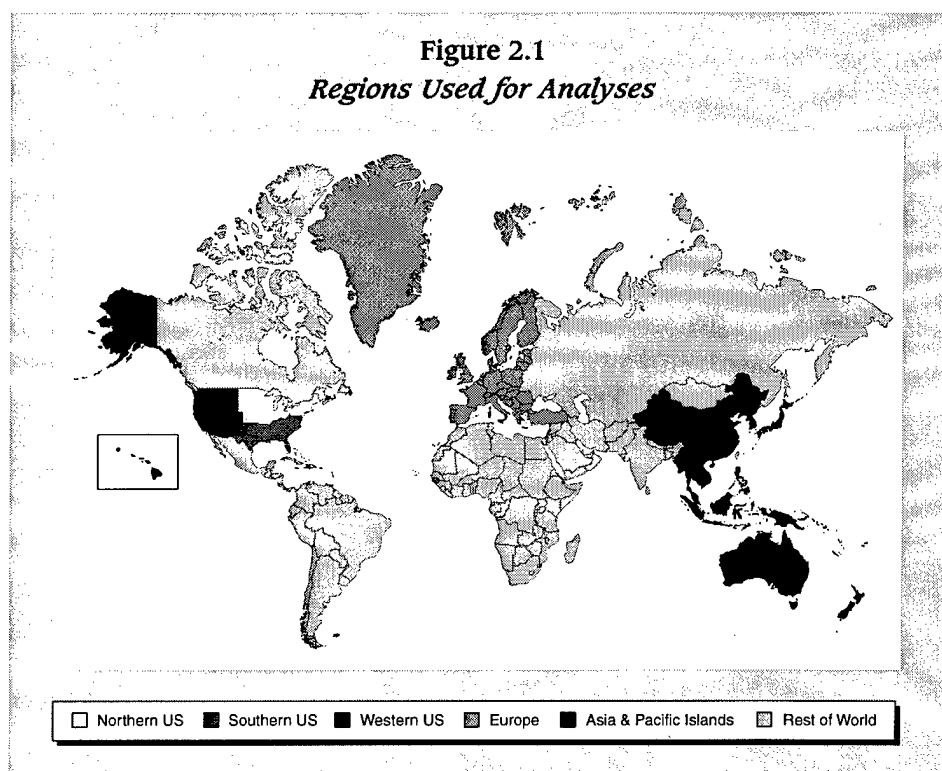
<sup>9</sup> In essence, the test indicates whether a single difference is statistically significant at a given set of confidence interval/odds (95%, or odds of 19 to 1). The situation becomes more complex when multiple comparisons are made, each with a given odds. Increasing the number of comparisons also increases the odds of concluding that a difference was statistically significant when it was, in fact, due to chance. The large number of variables in the survey and the need to analyze various types of subgroups resulted in thousands of comparisons being made. Therefore, some of the differences that have been judged to be statistically significant may have been due to chance. For this reason isolated findings are less convincing than patterns of findings consistent across many comparisons.

<sup>10</sup> In general, these reporting categories are consistent with those required by Office of Management and Budget (OMB, 1977) Statistical Directive 15 on standards for reporting Federal statistics. The one deviation is that all Hispanics were assigned to the Hispanic category. Federal statistics on individuals who report both Hispanic ethnicity and either Asian/Pacific Islander or Native American/Alaskan Native race are usually assigned to the racial (rather than ethnic) category.

non-Hispanic Asian or Pacific Islander, and non-Hispanic Native American or Alaskan Native. (For brevity, the adjective "non-Hispanic" is implied but not used for the remainder of this report.) Survey questions on the member's (Questions 8 and 9) and spouse's (Questions 17 and 18) race and ethnicity are based on those used in the 1990 Decennial US Census. Using self-reported race/ethnicity means that analyses reflected a person's self-identification and that groups could be formed to match population estimates generated from the Decennial US Census.

The Service variable has five categories: Army, Navy, Marine Corps, Air Force, and Coast Guard. Reservists on full-time extended active duty were grouped into the active-duty Service in which they were serving. Gender has two categories: male and female. There were three categories of paygrade<sup>11</sup>: junior enlisted personnel (E1-E4), senior enlisted (E5-E9), and officers (warrant and commissioned).

Figure 2.1 shows the categories of geographic location used for analyses: Northern US (including service members serving at installations in the North Central and Northeast US), Southern US, Western US, Europe, and Asia/Pacific Islands. The US geographic regions are the US Census districts, except that the



Northeast and North Central districts were combined in order to have sufficient respondents for analysis. The assignment of various regions to each of the geographic categories should be obvious from Figure 2.1, except for smaller locations. Members stationed in American Samoa and Guam were coded as Asia/Pacific Islands; whereas those stationed in Puerto Rico and the US Virgin Islands were coded as rest of the world.

#### **Incident Rate Measures**

**Measure construction.** Members were asked whether they, and in some cases their family members, had experienced any of 57 behaviors which might be characterized as insensitive, harassing, or discriminatory during the prior 12 months. Although the time frame is not repeated when item wording is

<sup>11</sup> There is some variation among the Services in their definitions of junior and senior enlisted personnel. The categorization used in this report was chosen to retain many distinctions between members at different paygrades while preserving sufficient subgroup sample sizes to allow analyses that simultaneously examined paygrade category and race/ethnicity.

discussed in this section, all questions in the survey that requested recall of incidents were worded in the context of the past 12 months. In Question 29, members were asked to indicate the frequency (from *never* to *often*) of the types of experiences, with separate questions for DoD personnel (including both military personnel and DoD civilian employees) and civilians in the surrounding community. For Question 30, members noted whether they felt they had experienced a situation because of their race/ethnicity<sup>12</sup>. Additionally, in Question 31, members indicated whether or not they or their family had experienced any "other bad, race/ethnic-related experiences" not specified in the previous questions.

Service members were counted as having experienced racial/ethnic insensitivity, harassment, or discrimination if they indicated in (a) Question 29 that they experienced or observed any of the referenced situations at least once, (b) Question 30 that they (or their family) had experienced the referenced situation *and* their race/ethnicity was a factor, or (c) Question 31 that they or a family member had some other bad experience either in a military setting or in the civilian community that they felt was related to their race/ethnicity.

To analyze the myriad types of racial/ethnic insensitivities, harassment, or discrimination, the experiences were grouped into categories using a statistical procedure (i.e., principal components analysis with orthogonal rotation) that looks for items that were answered similarly across all respondents. Based upon this analysis, *factors* (i.e., groupings of items reflecting similar types of incidents) were constructed. These factors were then grouped into logically defined *summary indicators*. The factors and summary indicators were generally grouped according to the *source*

of the insensitivity/harassment/discrimination (whether the source was another member of DoD or a member of the local community) and whether the incident involved the member alone or whether it involved the member and/or his/her family.

Figure 2.2 displays how the items were grouped hierarchically and the name assigned to each of the 11 factors (shown as rectangles) and 4 summary indicators (shown as hexagons). More specifically, Figure 2.2 shows that the summary indicator *Member Incident-DoD* identifies whether or not a member indicated experiencing one or more race/ethnicity-related incidents that fell into at least one of the six factors listed below it. Similarly, *Member Incident-Community* identifies whether or not a member indicated experiencing at least one of the insensitive, harassing, or discriminatory behaviors that fell into one or both of the factors listed below it. *Member/Family Incident* is derived from the answers to the three factors shown under that summary indicator. Finally, *Any Incident* indicates whether or not the member indicated experiencing at least one of the behaviors included in any of its three subordinate summary indicators: *Member Incident-DoD*, *Member Incident-Community*, and *Member/Family Incident*.

The remainder of this section is used to define each of the factors and summary indicators. *Any Incident* (composed of all items in Questions 29-31) reflects whether or not the member indicated experiencing at least one of the listed behaviors during the 12 months prior to the survey. Because the remaining summary indicators and factors are subsumed under this overall summary indicator, they are displayed in outline form to facilitate an understanding of how the measures are interrelated.

<sup>12</sup> Respondents could choose from three alternatives: *No, or does not apply*; *Yes, but my race/ethnicity was NOT a factor*; and *Yes, and my race/ethnicity was a factor*. Only the last of the three alternatives was used to indicate concerns with racial/ethnic insensitivity, harassment, or discrimination. Findings from the middle alternative are, however, also important to DoD. Therefore, these findings are provided in Appendix D.

A. *Member Incident–DoD* (composed of Items 29aa-29an, 30a-30n, 30s, 30v, and 30w) is a summary indicator reflecting whether or not members said they personally experienced race/ethnicity-related insensitivity, threats, actual harm, or discrimination from another military member or a DoD civilian.

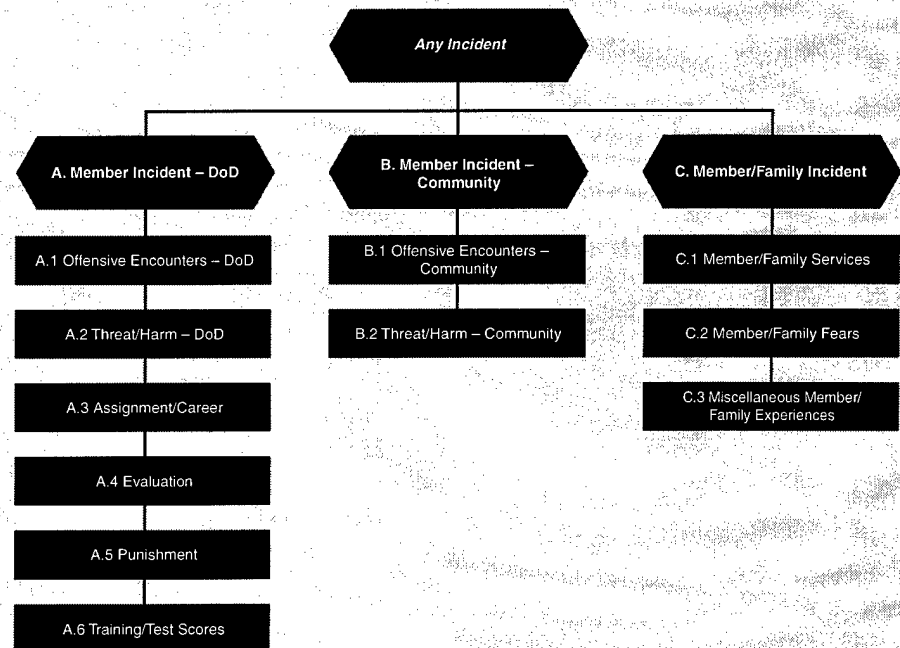
1. *Offensive Encounters–DoD* (composed of Items 29aa-29aj) includes

situations in which members believed other DoD personnel engaged in racially/ethnically insensitive behavior that caused them discomfort or was insulting.

2. *Threat/Harm–DoD* (composed of Items 29ak-29an) includes perceptions of threat, vandalism, and assault stemming from the members' race/ethnicity and caused by other DoD members.
3. *Assignment/Career* (composed of Items 30e, 30j-30n, and 30s) reflects the extent to which members believe an aspect of their current assignment or career progression was hampered because of the member's race/ethnicity.
4. *Evaluation* (composed of Items 30a-30d) reflects members' perceptions that race/

Figure 2.2

### Organization of EOS Factors and Summary Indicators



ethnicity influenced some aspect of their performance evaluation.

5. *Punishment* (composed of Items 30v and 30w) reflects members' perceptions that race/ethnicity influenced whether and how they were punished.
6. *Training/Test Scores* (composed of Items 30f-30i) concerns the extent to which members believed their race/ethnicity influenced the availability of training and the assignment of training scores/grades.

B. *Member Incident–Community* (composed of Items 29ba-29bn) is a summary indicator reflecting whether or not members said they personally experienced race/ethnicity-related insensitivity, threats, actual harm,

or discrimination from civilians in the community near the installation.

1. *Offensive Encounters–Community* (composed of Items 29ba-29bj) includes situations in which members indicated that civilians in the community engaged in racially/ethnically insensitive behavior that caused them discomfort or was insulting.
2. *Threat/Harm–Community* (composed of Items 29bk-29bn) includes perceptions of threat, vandalism, and assault stemming from the members' race/ethnicity and caused by a civilian in the community near the installation.

C. *Member/Family Incident* (composed of Items 29ao, 29bo, 30o-30r, 30t, 30u, 30x-30z, and 31) is a summary indicator reflecting whether or not members indicated that either they or their family experienced any of three types of racial/ethnic insensitivity, harassment, or discrimination.

1. *Member/Family Services* (composed of Items 30o-30r, 30t, and 30u) reflects whether members believed that they or their family were treated differently because of their race/ethnicity by local businesses, by civilian or Armed Forces police, or by military medical or support services.
2. *Member/Family Fears* (composed of Items 30x-30z) reflects whether members indicated that they or their family were afraid to be on or off the installation because of gang activity or for other reasons.

3. *Miscellaneous Member/Family Experiences* consists of three summary-type items (29ao, 29bo, and Question 31) which reflect whether members said that they or their family were harassed or hurt because of their race/ethnicity by DoD personnel or civilians, or whether members said that they or their family had a bad, racial/ethnic experience that was not described by any of the previous questions.

## Presentation of Results

The comprehensive nature of the survey and the multitude of analyses made it necessary to decide, a priori, which analyses to discuss in this report. Because it is impossible to discuss all of the analyses, each chapter presents those analyses deemed most relevant to the particular issues under consideration. Race/ethnicity and Service analyses are the primary analyses for topics addressed in Chapters 3 and 5 through 8; other analyses (e.g., paygrade or location) were performed when appropriate. Chapter 4 examines all of the factors and summary indicators outlined in Figure 2.2 with respect to racial/ethnic group, Service, paygrade level, gender, and location (both outside of and within the US).

Some differences between groups may be statistically significant, but small in magnitude. As such, the findings may not be relevant to military policy formulation or review. In general, statistically significant differences of at least 5 percentage points are discussed throughout this report. There are, however, exceptions in which smaller differences between groups are presented. For example, smaller differences between groups are discussed in the section on hate crimes and

extremism because these findings were judged to be of particular interest to military policy officials and Congress.

Strictly speaking, when discussing differences between proportions, terminology such as "proportionately fewer" or "proportionately more" should always be used. Such verbiage denotes that the comparison was between two proportions and not the absolute number of members in each group. To simplify the presentation of complex findings and enhance readability, "fewer" and "more" were sometimes substituted for "proportionately fewer" and "proportionately more." Similarly, "significantly" was eliminated—unless otherwise indicated, all differences noted in this report were statistically significant (as indicated by non-overlapping confidence intervals).

A major goal of the survey's sample design was to achieve approximately equal confidence intervals for all racial/ethnic groups. Despite oversampling, this goal was not achieved for the smallest racial/ethnic group, Native Americans/Alaskan Natives. Although the percentages for Native Americans/Alaskan Natives are sometimes among the most extreme, there is a considerable amount of error associated with some of the estimates for this racial/ethnic group. Results for this group are shown throughout this report, even though the size of the confidence intervals often precludes a clear interpretation of the estimates.

Every percentage in this report will have an associated confidence interval, presented either in the text or in an accompanying figure or table. In figures, confidence intervals appear as "whiskers" above and below the estimate. In tables, confidence intervals are provided to the right of percentages.

Readers will note that sometimes the confidence interval is in parentheses following the percentage while other times the percentage stands alone. Percentages in the text which also appear in a figure or table do not have confidence intervals following the estimate because the confidence intervals can be seen in the figure or table. Percentages in the text which do not also appear in either a graph or table do have confidence intervals following the estimate.



## CHAPTER 3: RACE AND ETHNIC INTERRELATIONSHIPS

This chapter describes service members' perceptions of interpersonal and intergroup race relations. The first section explores members' personal relationships with people of other racial/ethnic groups. This section is followed by a discussion of intergroup relations on installations/ships and in local communities. The third section of this chapter explores the presence of hate groups and extremist activities. The fourth section reviews members' assessments of racial/ethnic relations over the last 5 years. The fifth section presents findings on members' assessment of racial/ethnic relations overall.

In general, this chapter presents findings for each racial/ethnic group and Service. Other findings (such as paygrade category or location results) are also included, where appropriate.

### Social Relationships Among Members

Members' relationships with service personnel of other racial/ethnic groups were assessed by multiple questions. One set of questions addressed how competent and comfortable members feel with personnel of other racial/ethnic groups, and whether or not they have close personal friends from other racial/ethnic groups. An additional question asked members to think back to shortly before entry into the military and indicate whether they now have more or fewer close personal friends of a different race/ethnicity.

### Members' Feelings of Competence and Ease Around Others

Three items assessed members' competence and comfort when around people from racial/ethnic groups other than their own. Members responded using an extent scale with five anchors: *not at all*, *small extent*, *moderate extent*, *large extent*, and *very large extent*. Findings for the first item are reported as the percentages of members who responded either *large extent*

or *very large extent*; whereas, findings for the next two items are reported for the percentage of members who responded *not at all*. Different ends of the scale are used in this discussion to emphasize how the vast majority of members characterized their social relationships.

**Feelings of Competence.** Overall, 71% ( $\pm 0.8$ ) of members indicated that to a *large/very large extent* they felt competent interacting with people from different racial/ethnic groups. Another 15% ( $\pm 0.7$ ) said that they felt competent to a *small/moderate extent*, and 14% ( $\pm 0.7$ ) felt *not at all* competent.

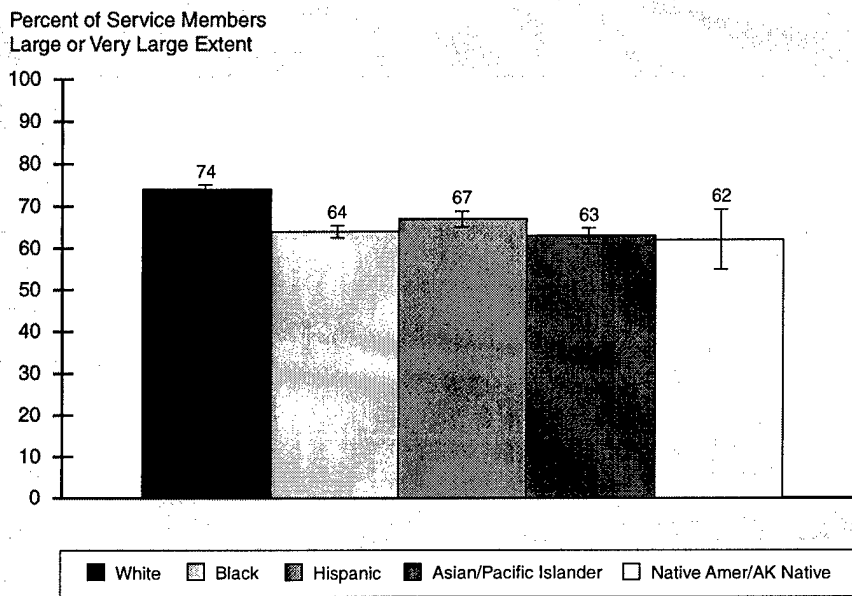
Figure 3.1 shows the percentage of each racial/ethnic group who felt competent to a *large or very large extent*. Whites were more likely than members from other racial/ethnic groups to profess such competence. Almost three fourths of Whites (74%) indicated this degree of competence, as compared to 64% of Blacks, 67% of Hispanics, 63% of Asians/Pacific Islanders, and 62% of Native Americans/Alaskan Natives.

Proportionately more Air Force (75%  $\pm 1.6$ ) than Army (68%  $\pm 1.5$ ) members indicated feeling competent to a *large or very large extent*. The percentages for the Navy (70%  $\pm 1.8$ ), Coast Guard (70%  $\pm 2.7$ ), and Marine Corps (71%  $\pm 2.1$ ) were in this range. There were also race/ethnicity-related differences within some Services. In the Air Force and Coast Guard, Whites (75%  $\pm 2.0$  and 69%  $\pm 3.2$ , respectively) were as likely as members from other racial/ethnic groups (71% to 81%  $\pm 2.7$  to  $\pm 16.5$ ) to feel competent to a *large or very large extent* around others of another race/ethnicity. In the other Services, proportionately more Whites (72% to 75%  $\pm 1.2$  to  $\pm 2.8$ ) than Blacks, Hispanics, or Asians/Pacific Islanders (59% to 66%  $\pm 2.1$  to  $\pm 3.8$ ) responded in this manner.

In general, members in higher paygrade categories were more likely than others to have

Figure 3.1

**Percent of Racial/Ethnic Group Who Felt Competent Interacting with People from Different Racial/Ethnic Groups**



Source: 1996 EOS Q62c

indicated that to a *large/very large extent*, they felt competent interacting with people from different racial/ethnic groups. Overall, 84% ( $\pm 1.2$ ) of officers, 74% ( $\pm 1.2$ ) of senior enlisted, and 60% ( $\pm 1.7$ ) of junior enlisted responded in this way.

This pattern of results was also noted in every racial/ethnic group.

*Ease around others of a different race/ethnicity.* When asked about the extent to which they felt uneasy around people of racial/ethnic groups other than their own, 69% ( $\pm 0.9$ ) of members indicated that they were *not at all* uneasy. In other words, over two thirds of members were fully at ease around others of a different race/ethnicity. Twenty-eight percent ( $\pm 0.8$ ) were uneasy to a *small/moderate extent*, and only 3% ( $\pm 0.3$ ) were uneasy to a *large or very large extent*.

( $\pm 0.3$ ) were uneasy to a *large or very large extent*.

Table 3.1 shows the percentage of members within each racial/ethnic group responding *not at all* when asked whether they felt uneasy around others of another race/ethnicity. In the comparisons

Table 3.1

**Members Who Responded "Not at All" to Questions about Interracial Interactions**

Percent of members responding <i>not at all</i> when asked to what extent...		Racial/Ethnic Group													
		Total				White		Black		Hispanic		Asian/ Pacific Islander		Native Amer/AK Native	
		%	CI	%	CI	%	CI	%	CI	%	CI	%	CI		
62a	Do you feel uneasy being around people who are of races/ethnicities different from yours?	69	±0.9	69	±1.2	69	±1.4	71	±1.8	64	±2.0	71	±6.5		
62b	Have you felt pressure from Service members who are of your race/ethnicity not to socialize with members of other racial/ethnic groups	84	±0.7	88	±0.9	75	±1.3	81	±1.5	80	±1.8	83	±6.5		

of racial/ethnic groups, proportionately fewer Asians/Pacific Islanders (64%) than members of other groups (69% to 71%) responded *not at all*.

Although the overall percentages for the Services were very similar (68% to 71%), differences were found in the comparisons of racial/ethnic groups within Services. Within the Navy, proportionately fewer Asians/Pacific Islanders ( $59\% \pm 3.1$ ) than Whites, Blacks, or Hispanics ( $68\%$  to  $69\% \pm 2.5$  to  $\pm 4.0$ ) responded *not at all* when asked whether they felt uneasy around others of different racial/ethnic groups. In other words, in the Navy, Asians/Pacific Islanders were more likely than others to indicate feeling uneasy around others of a different race/ethnicity.<sup>13</sup>

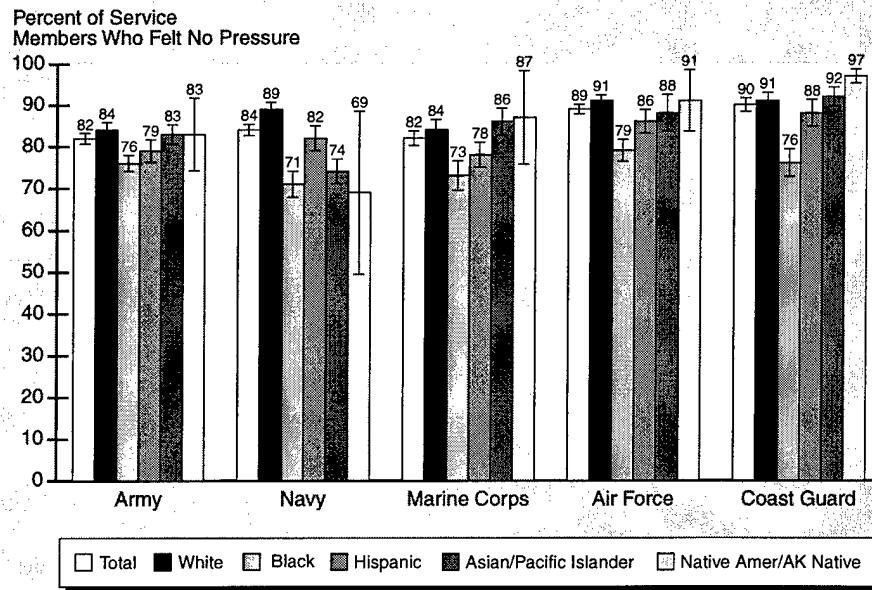
#### *Pressure from one's own racial/ethnic group.*

A third item asked members about the extent to which they felt pressure from service members of the same race/ethnicity *not* to socialize with members of other racial/ethnic groups. Overall,  $84\% (\pm 0.7)$  of members responded *not at all*, indicating they experienced no pressure. Another  $14\% (\pm 0.6)$  indicated they experienced *small* or *moderate* pressure, and  $2\% (\pm 0.3)$  indicated they were pressured to a *large* or *very large extent*. Table 3.1 shows that Whites (88%)

were the group most likely and Blacks (75%) were the group least likely to say they had not been pressured by members of their racial/ethnic group to avoid socializing with others. The percentages for Hispanics (81%), Asians/Pacific Islanders (80%), and Native Americans/Alaskan Natives (83%) were between those for Whites and Blacks.

Figure 3.2 shows Service-related differences. Proportionately more Coast Guard (90%) and Air Force (89%) members than Army (82%), Marine Corps (82%), and Navy (84%) personnel felt free of pressure to avoid socializing with people of other racial/ethnic groups. Additionally, there were several race/ethnicity-related differences within the Services.

**Figure 3.2**  
**Percent of Racial/Ethnic Group and Service Who Felt No Pressure from Service Members of Their Own Race/Ethnicity to Avoid Socializing with Other Races/Ethnicities**



Source: 1996 EOS Q62b

<sup>13</sup> This result is undoubtedly influenced by the finding that Asian/Pacific Islanders in the Navy are considerably more likely than members of other racial/ethnic groups to have been born outside the United States and its territories and possessions, to parents who were not American citizens. In responding to Question 3 of the survey ("Where were you born?"), 74% of Asian/Pacific Islanders in the Navy chose "Somewhere else and neither parent was an American" compared to 1%-18% of members of other racial/ethnic groups in the Navy.

Proportionately fewer Blacks in the Navy (71%) than in the Army (76%) and Air Force (79%) said they had not been pressured. Among Asians/Pacific Islanders, fewer members in the Navy (74%) than in other Services (83% to 92%) said they had not been pressured. Among Native Americans/Alaskan Natives, fewer Navy (69%) and Army (83%) members than Coast Guard (97%) members said they had not been pressured to avoid socializing with people from other racial/ethnic groups.

### Friends from Other Racial/Ethnic Groups

The *EOS* also contained items about interracial/interethnic friendships. These items elicited information about current friendships with people of other racial/ethnic groups, and members' friendships now versus before they entered the military.

***Friendships with people from other racial/ethnic groups.*** Two questions asked members about friendships with people from other racial/ethnic groups. The responses to these questions are shown in Table 3.2. Members were asked in these questions if they (a) socialize in their homes/quarters with friends who do not share their race/ethnicity and (b) have close personal friends who do not share their race/ethnicity. For both questions, the response alternatives were *yes* and *no*.

At least 8 of every 10 members in each racial/ethnic group indicated they had such interracial/interethnic relationships (see Table 3.2). While the great majority of members of all races/ethnicities had such friendships and interactions, Hispanics and Asians/Pacific Islanders were more likely than Whites and Blacks to say they had such relationships.

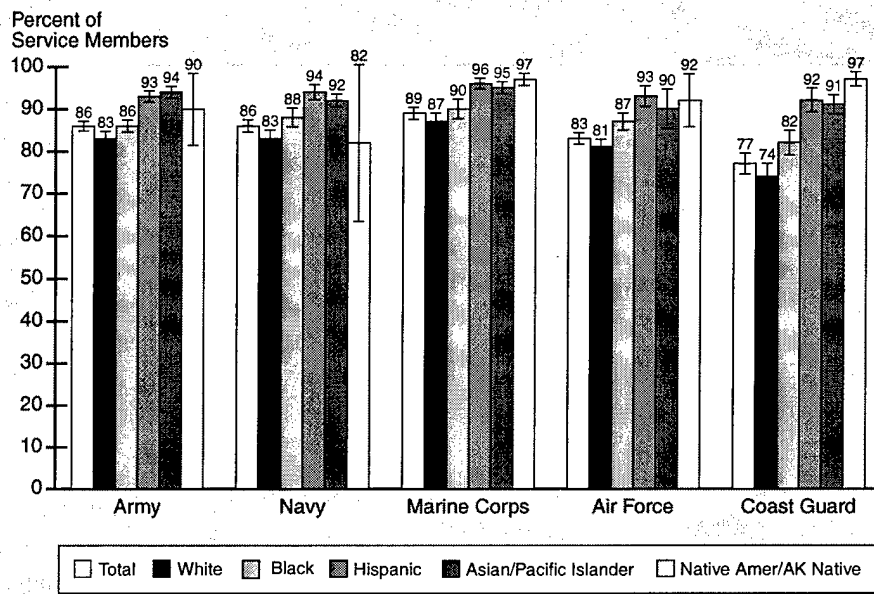
Service-related differences were also detected for the question about socializing in the member's home/quarters. Compared to members in other Services (83% to 89%), fewer Coast Guard members (77%) indicated they had friends of a different race/ethnicity with whom they socialized in their home/quarters (see Figure 3.3). In large part, the percentage for the Coast Guard was lower than the percentage for any other Service because the percentage of Coast Guard Whites responding *yes* (74%) was lower than the percentage for Whites in any other Service (81% to 87%).

In addition to the Service-related differences, differences by paygrade category were also found. Overall, proportionately fewer officers (79%  $\pm$  1.3) than either category of enlisted (89%  $\pm$  1.2 for junior enlisted; 85%  $\pm$  1.0 for senior enlisted) responded that they had friends of a different race/ethnicity with whom they socialized in their home/quarters. Among Blacks and Hispanics, similar proportions of members

**Table 3.2**  
***Members Who Indicated that They Have Friends of Another Race/Ethnicity***

		Racial/Ethnic Group											
		Total		White		Black		Hispanic		Asian/ Pacific Islander		Native Amer/AK Native	
Do you have...		%	CI	%	CI	%	CI	%	CI	%	CI	%	CI
74	Friends of a different race/ethnicity with whom you socialize in your home/quarters?	85	±0.7	83	±0.9	87	±0.9	94	±0.8	92	±1.3	90	±5.6
75	Close personal friends who are of a race/ethnicity different than yours?	84	±0.7	82	±1.0	84	±1.1	93	±1.1	92	±0.9	92	±5.1

**Figure 3.3**  
**Percent of Racial/Ethnic Group and Service Who Indicated Socializing**  
**in Their Home/Quarters with Friends of Another Race/Ethnicity**



Source: 1996 EOS Q74

in each paygrade category responded in this manner (86%-90% for Blacks and 93%-94% for Hispanics).

A similar pattern was found for the question regarding whether or not members had close personal friends who are of a different race/ethnicity. Seventy-seven percent of the Coast Guard ( $\pm 2.5$ ) responded that they had close friends of another race/ethnicity, compared to 84% of the Army ( $\pm 1.2$ ) and Navy ( $\pm 1.5$ ), 88% of the Marine Corps ( $\pm 1.6$ ), and 83% of the Air Force ( $\pm 1.4$ ). In all Services except the Navy, Whites (75% to  $86\% \pm 1.8$  to  $\pm 3.0$ ) were less likely than Hispanics, Asians/Pacific Islanders, and Native Americans/Alaskan Natives (92% to  $97\% \pm 1.8$  to  $\pm 6.1$ ) to respond that they had close friends of another race/ethnicity. In the Navy, Whites ( $82\% \pm 2.1$ ) and Blacks ( $84\% \pm 2.5$ ) were less likely than Asians/Pacific Islanders ( $89\% \pm 1.7$ ) and Hispanics ( $93\% \pm 1.9$ ) to have friends of another race/ethnicity.

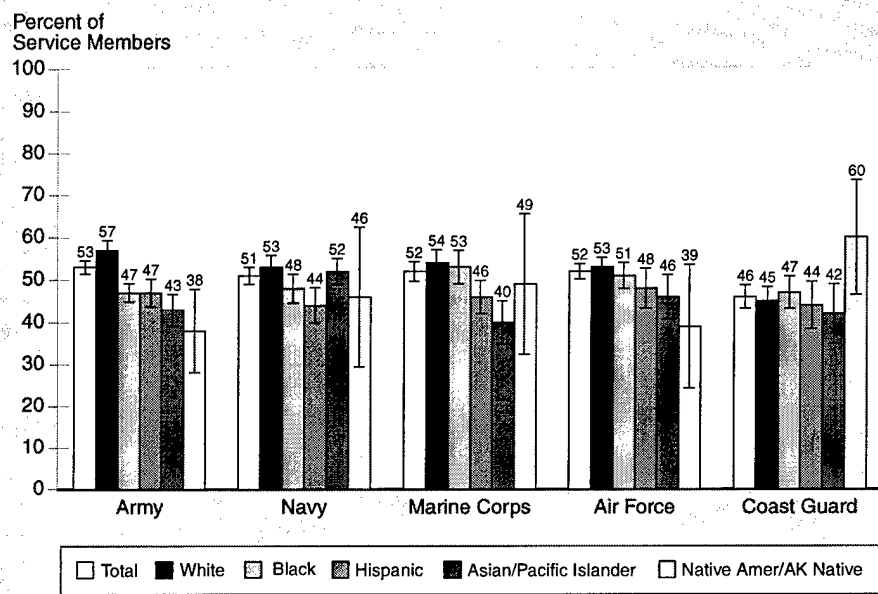
Overall, similar percentages of officers and enlisted personnel responded that they had close personal friendships with others of a different race/ethnicity. Eighty-one percent ( $\pm 1.3$ ) of officers and 85% of both junior and senior enlisted personnel ( $\pm 1.3$  and  $\pm 1.0$ , respectively) responded in this way. Among Asian/Pacific Islanders, officers ( $98\% \pm 0.5$ ) were more likely than senior enlisted ( $90\% \pm 1.5$ ) or junior enlisted ( $92\% \pm 1.6$ ) to have close personal friends of another race/ethnicity.

**Friendships now versus before entry into the military.** Another question asked members to assess the number of friends of another race/ethnicity they have now versus before they entered the military. The three possible responses were *more now*, *about the same*, and *fewer now*.

Most members indicated that they currently have at least as many friends of another race/ethnicity as they did prior to entering the military. Over half ( $52\% \pm 0.9$ ) indicated they have *more now*; 39% ( $\pm 0.9$ ) said they have *about the same* number of friends of another race/ethnicity; and 9% ( $\pm 0.5$ ) indicated they have *fewer now*.

Service-related differences similar to those for the two prior questions were also found for the question about friends today versus before entry into the military. Figure 3.4 shows that the overall Coast Guard percentage for *more now* (46%) was

**Figure 3.4**  
**Percent of Racial/Ethnic Group and Service Who Indicated**  
**Having More Friends of Another Race/Ethnicity Now**  
**(vs. Before Entering the Military)**



Source: 1996 EOS Q76

smaller than that for any other Service (51% to 53%). In other words, proportionately fewer Coast Guard personnel than members of other Services indicated they have more friends of another race/ethnicity now than when they entered the Service. This finding again seems to be influenced primarily by the percentages for Whites. Specifically, Whites in the Coast Guard (45%) had a lower rate than did Whites in any other Service (53% to 57%).

### Intergroup Relations on Installations/Ships and in Communities

The preceding section explored the nature of military members' *personal* relationships with people of racial/ethnic groups other than their own. Overwhelmingly, members indicated having social relationships with others outside their own race/ethnicity and more friends and social relationships with persons of other

racies and ethnicities than before entering the Service. This section explores the nature of *general* racial/ethnic relations on installations/ships and, to a lesser extent, in the communities near the installations/ships.

Findings from seven items addressing relations between racial/ethnic groups are presented in four subsections. The first subsection examines the interactions of members when they use recreational and dining facilities on installations/ships.

In the second subsec-

tion, findings for two questions about socializing with others from one's own race/ethnicity are reviewed. The third subsection explores whether or not members had ever attempted to avoid an assignment because they thought they would be subjected to harassment or discrimination. The last subsection examines racial confrontation on installations/ships and in communities.

### Interactions When Using Military Facilities

Two items asked about the extent to which members feel free to interact regardless of their race/ethnicity in facilities (recreation facilities and dining halls) typically located on installations/ships. Overall, 75% ( $\pm 0.8$ ) of members said that to a *large* or *very large extent*, they felt free to use recreation facilities regardless of race/ethnicity. Twelve percent ( $\pm 0.6$ ) marked *small* or *moderate extent*; 2% ( $\pm 0.3$ ) marked *not at all*; and 11% ( $\pm 0.6$ ) marked *don't know*. When asked

about the use of dining halls, 70% ( $\pm 0.9$ ) of members noted that to a *large* or *very large extent* people felt "free to sit wherever they choose in dining halls regardless of race/ethnicity." Thirteen percent ( $\pm 0.6$ ) indicated *small* or *moderate extent*; 3% ( $\pm 0.3$ ) indicated *not at all*; and 15% ( $\pm 0.6$ ) indicated *don't know*.<sup>14</sup> In sum, most members indicated that people largely or very largely felt free to use these types of facilities without constraints related to their race/ethnicity and only 2% to 3% responded that they did not feel free to use either type.

Table 3.3 presents the percentages of members who marked *large/very large extent* for the two facilities usage items. For both items, at least two thirds of each racial/ethnic group largely or very largely felt free to use military facilities without regard to their race/ethnicity. Whites (76% for recreation facilities and 71% for dining halls) and Asians/Pacific Islanders (77% and 71%) were more likely than Blacks (70% and 66%) to respond this way.

Service-related differences were found for both items assessing facilities usage. For the question about the use of recreational facilities, Coast Guard members ( $80\% \pm 2.3$ ) were more likely than Army ( $71\% \pm 1.4$ ) and Navy ( $74\% \pm 1.8$ ) personnel to have marked *large* or *very large extent*. Both the Air Force and Marine Corps had 78% ( $\pm 1.5$  and  $\pm 1.9$ , respectively) of their personnel making the same assertion.

There were racial/ethnic-related differences with several Services. In the Navy, Hispanics ( $75\% \pm 3.4$ ), Whites ( $76\% \pm 2.5$ ), and Asians/Pacific Islanders ( $77\% \pm 2.5$ ) were more likely than Blacks ( $66\% \pm 3.2$ ) to have indicated feeling largely or very largely free to use recreation facilities. In the Marine Corps, Whites ( $80\% \pm 2.6$ ) were more likely than Blacks ( $72\% \pm 3.6$ ) to respond in this manner. Within the Air Force, Asians/Pacific Islanders ( $84\% \pm 2.5$ ) were more likely than Blacks ( $76\% \pm 2.7$ ) to respond this way.

For the item on dining hall usage, more Coast Guard ( $79\% \pm 2.3$ ) than Navy ( $68\% \pm 1.9$ ), Army

**Table 3.3**  
***Members Who Indicated "Large/Very Large Extent" to Questions on Racial/Ethnic Interactions when Using Military Facilities***

To what extent at your installation/ship...		Racial/Ethnic Group											
		Total		White		Black		Hispanic		Asian/ Pacific Islander		Native Amer/AK Native	
		%	CI	%	CI	%	CI	%	CI	%	CI	%	CI
61f	Do people feel free to use any recreation facilities regardless of race/ethnicity?	75	$\pm 0.8$	76	$\pm 1.1$	70	$\pm 1.4$	74	$\pm 1.7$	77	$\pm 1.5$	71	$\pm 7.3$
61e	Do people feel free to sit wherever they choose in dining halls regardless of race/ethnicity?	70	$\pm 0.9$	71	$\pm 1.2$	66	$\pm 1.4$	69	$\pm 1.8$	71	$\pm 1.8$	66	$\pm 7.5$

<sup>14</sup> To understand why some members indicated not knowing whether they felt free to interact with others of different races/ethnicities, Service, paygrade, location, and gender breakdowns were examined for those who choose the *don't know* response alternative. For item 61f on recreation facilities, there were no Service, paygrade category, or location differences. Females ( $16\% \pm 1.8$ ), however, were more likely than males ( $11\% \pm 0.6$ ) to have chosen *don't know* for this item. There were no location differences for item 61e on dining halls, although there were Service, paygrade category, and gender differences. Air Force members ( $21\% \pm 1.5$ ) were more likely than members from other Services ( $11\%$  to  $14\% \pm 1.0$  to  $\pm 1.8$ ) to have chosen *don't know*. Officers ( $23\% \pm 1.3$ ) were more likely than either enlisted paygrade category ( $13\%$  to  $14\% \pm 1.0$  to  $1.1$ ), and females ( $19\% \pm 1.8$ ) were more likely than males ( $14\% \pm 0.7$ ) to have chosen *don't know*.

(69%  $\pm$  1.5), or Air Force (70%  $\pm$  1.7) members indicated that people felt free to a *large* or *very large extent* to sit in the dining halls wherever they chose regardless of their race/ethnicity. The Marine Corps rate was 75% ( $\pm$  2.0).

There were racial/ethnic-related differences within the Navy and Coast Guard. In the Navy, more Asians/Pacific Islanders (72%  $\pm$  2.6) than Blacks (60%  $\pm$  3.3) indicated that people felt free to a *large* or *very large extent* to sit wherever they chose. In the Coast Guard, more Whites (80%  $\pm$  2.7) than Blacks (72%  $\pm$  3.4) responded in this manner.

#### **Socializing with Members of One's Own Race/Ethnicity**

Two items assessed members' relationships with others of their race/ethnicity. In one item, members used responses from a 5-point extent scale to answer the following question "Do personnel prefer to socialize with members of their own racial/ethnic group when they are off duty?" Over half (54%  $\pm$  0.9) responded *large* or *very large extent*; 26% ( $\pm$  0.8) responded *small* or *moderate extent*; 5% ( $\pm$  0.5) indicated *not at all*; and 15% ( $\pm$  0.6) responded *don't know* when asked to what extent people preferred to socialize with others of the same race/ethnicity.

Care must be exercised in interpreting members' responses to this item. Respondents may have interpreted the question in at least three ways. Members may have been addressing whether or not (a) people in their own racial/ethnic group prefer to socialize with others of like race/ethnicity, (b) people in other racial/ethnic groups prefer to socialize with others of the same race/ethnicity, or (c) military personnel in general prefer to socialize with others of the same race/ethnicity.

The percentages shown in Table 3.4 demonstrate that there were race/ethnicity-related differences in the way members responded to this item. Although the percentages for Whites, Hispanics, and Asians/Pacific Islanders were similar (50% to 54%), a higher percentage of Blacks (62%) indicated that personnel largely or very largely preferred to socialize with members of their own racial/ethnic group.

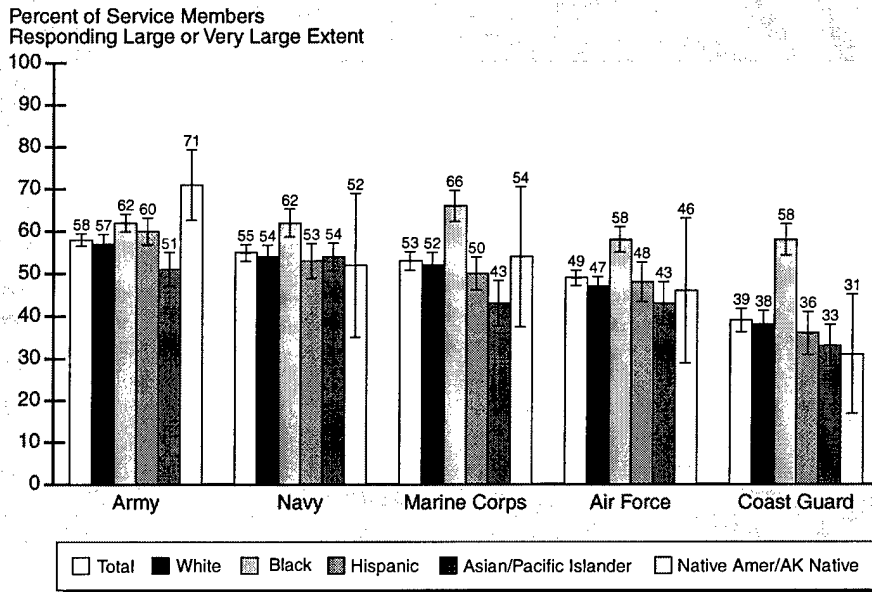
Overall, the percentage of Coast Guard members (39%) who indicated that personnel largely or very largely preferred to socialize with others of their own race/ethnicity was lower than the percentage for any other Service (49% to 58%, see Figure 3.5). Hispanics and Asians/Pacific Islanders in the Coast Guard were less likely than their racial/ethnic peers in the Army, Navy, and Marine Corps to respond in this manner.

**Table 3.4**  
***Members Who Indicated "Large/Very Large Extent" to Questions About Socializing with Members of One's Own Race/Ethnicity***

To what extent at your installation/ship...		Racial/Ethnic Group											
		Total		White		Black		Hispanic		Asian/ Pacific		Native Amer/AK	
										Islander	Native		
		%	CI	%	CI	%	CI	%	CI	%	CI	%	CI
61h	Do personnel prefer to socialize with members of their own racial/ethnic group when they are off duty?	54	±0.9	52	±1.3	62	±1.4	54	±2.0	50	±2.1	57	±7.1
61g	Are several members of a racial/ ethnic group treated as if they are “trouble” when they get together?	18	±0.7	12	±0.9	35	±1.4	25	±1.6	19	±1.9	20	±5.2



**Figure 3.5**  
**Percent of Racial/Ethnic Group and Service Who Indicated that Personnel Prefer to Socialize with Members of Their Own Racial/Ethnic Group When Off-Duty**



Source: 1996 EOS Q61h

The second item about intraracial/ethnic relations asked about the extent to which several members of a racial/ethnic group were treated as "trouble" when they get together. Overall, 18% ( $\pm 0.7$ ) indicated that to a *large* or *very large extent* members were treated as trouble when several get together; 28% ( $\pm 0.8$ ) responded *small* or *moderate extent*; 29% ( $\pm 0.8$ ) responded *not at all*; and 26% ( $\pm 0.8$ ) marked *don't know*.

There were also race/ethnicity-related differences in the percentage of members responding *large* or *very large extent* (see Table 3.4). Whites (12%) were the least likely and Blacks (35%) most likely to indicate that members of a racial/ethnic group were treated as trouble when they get together. In addition, 25% of Hispanics, 19% of Asians/Pacific Islanders, and 20% of Native Americans/Alaskan Natives responded in this way.

There were significant Service-related differences for this item as well. Proportionately fewer Coast Guard (9%  $\pm 1.6$ ) and Air Force (12%  $\pm 1.1$ ) members than Army (20%  $\pm 1.2$ ), Navy (20%  $\pm 1.5$ ) and Marine Corps (23%  $\pm 1.8$ ) personnel believed that racial/ethnic group members getting together were largely or very largely treated as trouble. Within every Service, Whites were less likely than Blacks, Hispanics, and Asians/Pacific Islanders to indicate that members of a racial/ethnic group were treated as trouble when they get together.

In addition to the race/ethnicity and Service differences discussed above, there were also paygrade category differences. Overall, proportionately fewer officers (8%  $\pm 0.8$ ) than senior (17%  $\pm 0.9$ ) and junior (24%  $\pm 1.4$ ) enlisted responded that members of a racial/ethnic group were treated as trouble when they get together to a *large* or *very large extent*. This pattern of results was present among Whites, Blacks, Hispanics and Asians/Pacific Islanders.

#### Desire to Avoid Some Assignments

Members were asked if they had tried to avoid a military assignment because they thought they might be subjected to racial/ethnic harassment or discrimination. One or more of the following responses could be marked: *No*; *Yes, I thought I might be subject to it in a Command or on an installation/ship*; and

*Yes, I thought I might be subject to it in the local community around an installation.*

Figure 3.6 shows that 95% of members indicated they had not tried to avoid an assignment for such reasons. Proportionately more Whites (98%) than Blacks (85%) or Hispanics (93%) indicated they had not tried to avoid an assignment.

Service-related differences were identified when the affirmative response alternatives were further analyzed. Nine percent ( $\pm 1.4$ ) of Coast Guard members indicated they had tried to avoid an assignment because of a concern about racial/ethnic harassment or discrimination in the local community. The percentages of members in other Services expressing this concern were lower: 2% in the Navy and Marine Corps ( $\pm 0.5$  and  $\pm 0.4$ ,

respectively), 4% in the Army ( $\pm 0.5$ ), and 5% in the Air Force ( $\pm 0.6$ ).

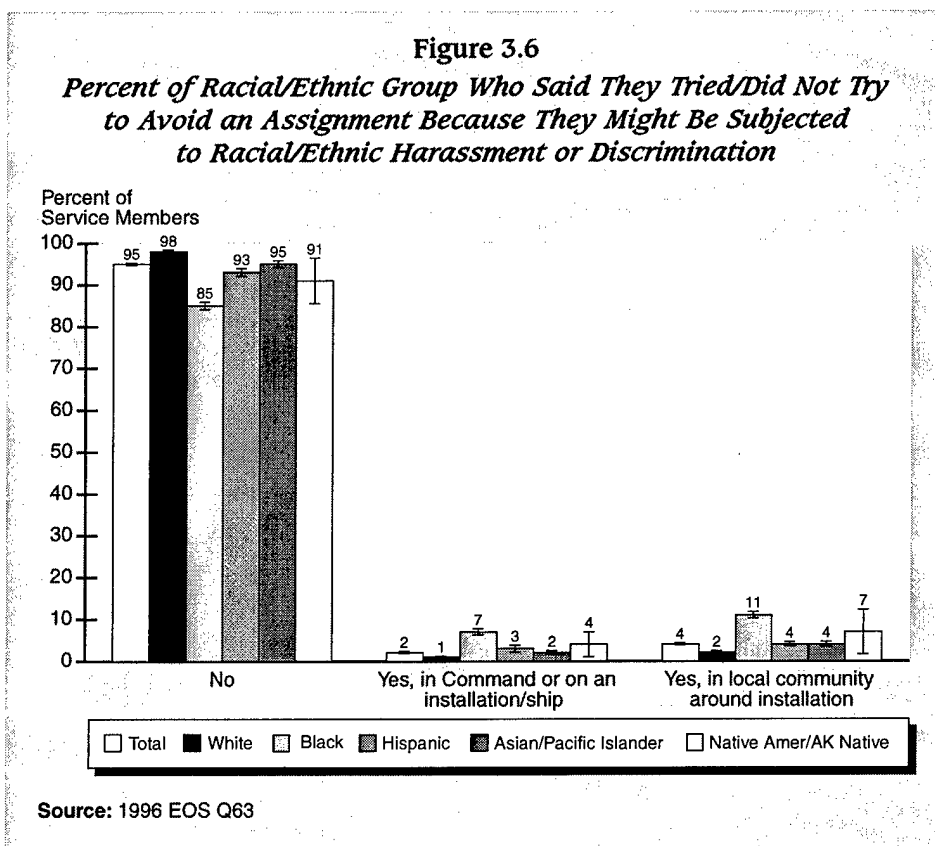
There were Service-related differences for Blacks and Hispanics who indicated they might be subjected to harassment or discrimination in the community. More Blacks and Hispanics in the Coast Guard ( $38\% \pm 3.6$  and  $16\% \pm 3.1$ , respectively) than in the Air Force ( $21\% \pm 2.4$  and  $8\% \pm 2.0$ , respectively) tried to avoid an assignment for this reason. Only 2% to 9% ( $\pm 0.6$  to  $\pm 1.7$ ) of Blacks and Hispanics in the other Services responded similarly.

A difference was detected between Blacks in the Coast Guard and all others (irrespective of Service or racial/ethnic group) who marked, *Yes, I thought I might be subject to it in a Command or on an installation/ship*. More Black Coast Guard personnel

( $17\% \pm 2.9$ ) than members from other racial/ethnic groups in any Service ( $8\%$  or less  $\pm 0.9$  to  $\pm 7.1$ ) indicated trying to avoid an assignment for this reason.

#### Racial Confrontations on the Installation/Ship and in the Community

The presence (or absence) of racial confrontations is another indicator of the nature of racial/ethnic relations in a given setting. In separate questions, members were asked whether they had been involved in racial confrontations on their installation/ship



and in the local community during the 12 months prior to the survey.<sup>15</sup> Table 3.5 shows these two questions and their four verbatim response alternatives, as well as the percentages of members who chose each alternative.

***Racial confrontation in the community.***

Two thirds (67%) of members indicated they had not been involved in a racial confrontation nor had they seen it happen to others in the community surrounding the installation (see Table 3.5). In the comparisons between racial/ethnic groups, proportionately more Whites (69%) than Native Americans/Alaskan Natives (60%) said they had neither been involved in nor seen a racial confrontation.

The Service-related findings are considerably more complex (see Figure 3.7). More Air Force and Coast Guard personnel (72% for both) than members in other Services (63% to 66%) indicated they had

not been involved in nor seen others in a racial confrontation in the community. This finding largely reflects that Whites in the Air Force and Coast Guard (74% and 75%, respectively) were more likely than Whites in other Services (64% to 67%) to respond in this manner. Consequently, there were differences among racial/ethnic groups in the Coast Guard and Air Force which were not evident among other Services. In the Coast Guard and Air Force, Whites were more likely than Blacks or Hispanics to respond in this way. This difference was not present for the Army, Navy, or Marine Corps.

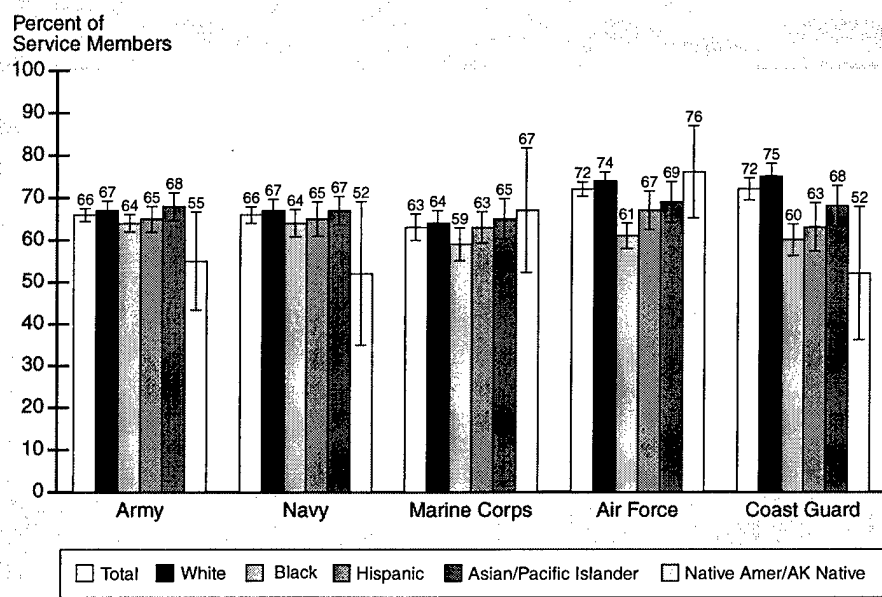
There were also paygrade category differences. Overall, members in higher paygrade categories were more likely to have indicated neither involvement in nor witnessing of racial confrontations in the community. Specifically, 77% ( $\pm 1.3$ ) of officers, 68% ( $\pm 1.3$ ) of senior enlisted, and 61% ( $\pm 1.7$ ) of junior enlisted responded that they had not been

**Table 3.5**  
***Members Who Indicated Experiencing a Racial Confrontation in the Community and on Their Installation/Ship During the Last 12 Months***

During the past 12 months, have you been involved in a racial confrontation ...		Racial/Ethnic Group											
		Total		White		Black		Hispanic		Asian/ Pacific Islander		Native Amer/AK Native	
		%	CI	%	CI	%	CI	%	CI	%	CI	%	CI
65	<b><i>in the local community around your installation?</i></b>												
	No, and I have <u>not</u> seen it happen to others	67	±0.9	69	±1.2	63	±1.4	65	±1.9	67	±2.1	60	±7.1
	No, but I have seen it happen to others	21	±0.8	21	±1.1	21	±1.2	23	±1.7	22	±1.8	22	±5.2
	Yes, but I have <u>not</u> seen it happen to others	2	±0.3	2	±0.4	4	±0.6	3	±0.7	3	±0.6	3	±1.8
	Yes, and I have seen it happen to others	9	±0.5	9	±0.7	11	±0.9	9	±1.0	8	±1.4	15	±6.5
64	<b><i>on your installation/ship?</i></b>												
	No, and I have <u>not</u> seen it happen to others	69	±0.8	74	±1.2	57	±1.4	61	±1.9	65	±2.1	61	±7.2
	No, but I have seen it happen to others	21	±0.7	18	±1.0	28	±1.3	24	±1.6	25	±1.9	21	±5.5
	Yes, but I have <u>not</u> seen it happen to others	2	±0.3	2	±0.4	3	±0.5	4	±1.0	3	±1.0	3	±1.6
	Yes, and I have seen it happen to others	8	±0.5	6	±0.7	12	±1.0	11	±1.2	7	±1.3	16	±6.3

<sup>15</sup> Because the survey instrument did not provide a definition for "confrontation," members responded to these two questions based upon their own understanding of the word. Therefore, it is not possible to assess whether members who were involved in or witnessed a confrontation judged it to be a serious or a trivial matter.

**Figure 3.7**  
**Percent of Racial/Ethnic Group and Service Who Indicated that**  
**They Neither Experienced nor Saw a Racial Confrontation**  
**in the Community During the Last 12 Months**



Source: 1996 EOS Q65

involved in nor seen a racial confrontation in the local community around their installation.

**Racial confrontation on the installation/ship.** The overall percentages for the item on racial confrontation on the installation/ship were similar to the previously mentioned percentages for community racial confrontations (see Table 3.5). The overall rate for neither being involved in nor seeing such confrontations on the installation/ship was 69% compared to 67% for the community.

Despite these similar overall percentages, the installation/ship findings showed much more race/ethnicity-related variability than did the comparable community question. For example, there is a greater difference between Whites and Blacks (17 percentage points) for the installation/ship question than for the community question (6 percentage points).

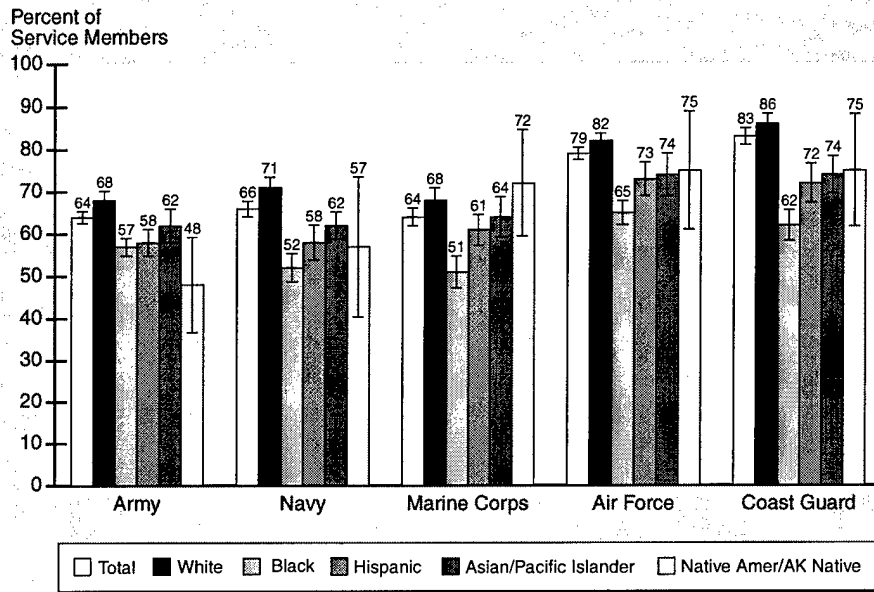
This suggests that although Whites and Blacks have similar experiences of racial confrontation in the community, they have somewhat different experiences on the installation/ship. Also, more Whites (74%) than members in any other racial/ethnic group (57% to 65%) indicated that they had not experienced or seen a racial confrontation on the installation/ship during the last 12 months.

Figure 3.8 depicts findings for each Service overall and for every racial/ethnic group within each Service. The per-

centage of members who neither experienced nor saw a racial confrontation on their installation/ship during the last 12 months was highest in the Coast Guard (83%) and Air Force (79%). The rates for the Army (64%), Marine Corps (64%), and Navy (66%) were below the rates for the Coast Guard and Air Force. Differences are also seen for the racial/ethnic groups within Services. The largest difference was between Blacks and Whites, with proportionately more Whites in each Service having not experienced or seen a racial confrontation on the installation/ship during the past 12 months. Comparisons of Whites to Hispanics and Asians/Pacific Islanders within each Service also suggest that Whites were more likely to not have had such encounters.

There were also paygrade category differences. Members in more senior paygrade categories were more likely than others to indicate neither involvement in

**Figure 3.8**  
**Percent of Racial/Ethnic Group and Service Who Indicated that They Neither Experienced nor Saw a Racial Confrontation on Their Installation/Ship During the Last 12 Months**



Source: 1996 EOS Q64

nor witnessing of a racial confrontation on the installation/ship during the last 12 months. Overall, 85% ( $\pm 1.1$ ) of officers, 71% ( $\pm 1.2$ ) of senior enlisted, and 58% ( $\pm 1.7$ ) of junior enlisted responded in this manner. This pattern was noted among most racial/ethnic groups.

### Extremism and Hate Crimes

Both the military and civilian society are concerned about the presence of hate groups and extremist organizations. Congressional interest in such organizations and their activities is well documented. For example, the Committee on National Security of the House of Representatives convened hearings on extremist groups (*Extremist Activity in the Military*, 1996). In addition, the requirement to study hate group activity in the military was included in the Conference Report (House Report 104-724, dated

30 July 1996) on the *National Defense Authorization Act for Fiscal Year 1997*.

In response to these concerns, members were asked several questions about the extent to which racist, extremist, or hate groups were present on installations/ships and in local communities. Military personnel were also asked whether or not they had been contacted about membership in such groups. In addition to analyzing these questions by both racial/ethnic group and Service, other analyses determined

if differences in rates were present for paygrade and location.

### Problems on the Installation/Ship and in the Community

Immediately before the questions on extremism and hate crimes, respondents were provided a description of extremist organizations. That passage read, "Some items below are about extremist organizations that promote supremacist causes, attempt to create illegal discrimination, advocate the use of force or violence, or otherwise engage in efforts to deprive individuals of their civil rights."

Four items asked members about racist/extremist organizations and hate crimes/activities both on their installation/ship and in the surrounding community. Members answered each item using one of six response alternatives: *not at all*, *small extent*, *moderate extent*, *large extent*, *very large extent*, and *don't know*.

Because of the potential seriousness of actions carried out by racist, extremist, or hate groups, the presence of even limited activity is taken seriously. For this reason, the percentages are shown for those who indicated problems existed to a *small* or *moderate extent* as well as for those who indicated problems existed to a *large* or *very large extent* (see Table 3.6). More detailed Service- and location-related findings for members responding *large* or *very large extent* are also provided.

***Overall and race/ethnicity-related findings.***

There are several important findings. The most notable result is that relatively few members thought that either racist organizations or hate crimes were a *large/very large* problem either on their installation/ship or in the local community (2% to 6%). Overall, 15% and 18%, respectively, thought racist organizations or hate crimes were a *small* or *moderate* prob-

lem on their installation/ship. Twenty-four percent and 27%, respectively, said racist organizations and hate crimes were a *small* or *moderate* problem in the community.

The above findings underscore a second important finding; the percentages for the two installation/ship items are lower than the percentages for the comparable community items. Third, these findings suggest that service members, irrespective of their race/ethnicity, shared similar perceptions about the extent to which such organizations or activities were present; the few racial/ethnic-related differences were relatively small. Fewer Whites than racial/ethnic minorities marked *small* or *moderate extent* when asked about the degree to which there are problems with (a) racist or extremist organizations on their installation/ship (13% for Whites versus 16% to 18% for others), and (b) hate crimes

**Table 3.6**  
***Members Who Indicated Problems with Racist/Extremist Organizations and Hate Crimes***

Extent to which there are problems...		Racial/Ethnic Group											
		Total		White		Black		Hispanic		Asian/ Pacific Islander		Native Amer/AK Native	
		%	CI	%	CI	%	CI	%	CI	%	CI	%	CI
<b><i>At your installation/ship with...</i></b>													
67a	Racist/extremist organizations or activities												
	Small/moderate	15	±0.7	13	±0.9	18	±1.1	17	±1.6	16	±1.8	18	±5.2
	Large/very large	2	±0.3	2	±0.4	4	±0.7	3	±0.5	2	±0.5	6	±4.3
67c	Hate crimes/activities												
	Small/moderate	18	±0.7	17	±1.0	19	±1.2	18	±1.5	17	±2.0	20	±5.4
	Large/very large	3	±0.4	3	±0.5	5	±0.6	4	±0.8	4	±0.8	5	±3.5
<b><i>In the local community with...</i></b>													
67b	Racist/extremist organizations or activities												
	Small/moderate	24	±0.8	24	±1.1	23	±1.2	21	±1.6	20	±1.9	29	±6.3
	Large/very large	6	±0.5	5	±0.6	7	±0.7	5	±1.0	3	±0.6	12	±6.1
67d	Hate crimes/activities												
	Small/moderate	27	±0.8	28	±1.2	24	±1.2	24	±1.7	22	±2.1	27	±5.9
	Large/very large	6	±0.5	6	±0.6	7	±0.8	6	±1.1	5	±0.8	12	±6.3

Note. For each of the four items, 23% to 27% of members responded that they did not know to what extent there were problems with such organizations and activities.

in the community (28% for Whites versus 22% to 24% for others).<sup>16</sup>

**Service findings.** Overall, no more than 8% of members in any Service indicated that there were problems to a *large* or *very large extent* with extremist groups and activities either on military installations or in local communities. For all four items, the differences among the Service totals were 4 percentage points or less. In addition, no more than 9% of Whites, Blacks, Hispanics, and Asians/Pacific Islanders in any Service indicated such problems were present to a *large/very large extent*.

**Location-related findings.** There was one notable location-related finding regarding the problems posed by racist/extremist organizations on the installation/ship. Although the percentages were very low, proportionately more Blacks in the South ( $5\% \pm 1.1$ ) than in the North ( $2\% \pm 1.5$ ) indicated that such groups posed *large* or *very large* problems. There was no difference in the extent to which members in various locations indicated *large* or *very large* problems with hate crimes on the installation/ship; the percentages for racial/ethnic groups in each location ranged from 1% to 6% ( $\pm 0.5$  to  $\pm 8.2$ ).

There were complex location-related findings for the two community items. Proportionately more members in the Southern ( $6\% \pm 0.7$ ) and Western ( $7\% \pm 1.0$ ) regions of the US than in Europe ( $3\% \pm 0.9$ ) indicated *large* or *very large* problems with racist/extremist organizations in the community. Also, in the South, proportionately more Blacks ( $9\% \pm 1.2$ ) than Whites, Hispanics, or Asians/Pacific Islanders ( $4\%$  to  $6\%$ ,  $\pm 1.0$  to  $\pm 1.3$ ) indicated *large* or *very large* problems with such organizations in the community. Similarly, there were differences in the extent to which members indicated that hate crimes/activities were a *large*

or *very large* problem in the local community; more members in the Southern ( $7\% \pm 0.8$ ) or Western US ( $8\% \pm 1.0$ ) than in Europe ( $3\% \pm 0.8$ ) indicated this problem.

### Recruitment and Membership in Extremist Organizations

The *EOS* contained four items (Items 66a-d) about recruitment and membership in extremist organizations. Those items are listed below.

- a) Do you currently know someone who is a member of an extremist organization?
- b) Do you currently know someone who is an extremist but is *not* (to your knowledge) a member of an extremist organization?
- c) During the past 12 months, has someone asked you to join an extremist organization?
- d) During the past 12 months, has someone asked you to participate in extremist activities?

To answer these items, members could mark one or more of four response alternatives: *Yes, a service member*; *Yes, a DoD civilian employee/contractor*; *Yes, someone else*; or *No*.

**Know a member of an extremist organization.** Almost all members ( $95\% \pm 0.5$ ) indicated they did not currently know someone who belonged to an extremist organization. Of the 5% who said they did know an extremist, 2% ( $\pm 0.3$ ) indicated the extremist was a service member and 3% ( $\pm 0.4$ ) indicated the extremist was someone else. There were no race/ethnicity-, Service-, or location-related differences in the rates of members indicating they did not know an extremist. Comparable proportions of members in all racial/ethnic groups, in all Services, and in all locations responded that they did

<sup>16</sup> Excludes percentages for Native Americans/Alaskan Natives whose estimates were accompanied by large confidence intervals.

not know such a person. Additionally, although senior enlisted ( $96\% \pm 0.6$ ) and officers ( $98\% \pm 0.4$ ) were somewhat more likely than junior enlisted ( $91\% \pm 1.0$ ) to say they did not know an extremist, the overwhelming majority of members in every racial/ethnic group in each paygrade category indicated that they did not know such a person.

***Know an independent extremist.*** Members' responses regarding whether or not they currently knew someone who is an extremist but did not belong to an extremist organization (termed an "independent extremist") were somewhat more complex. Overall, most ( $87\% \pm 0.6$ ) members indicated that they did not know such a person. For the 13% of members who said they knew an independent extremist, 7% ( $\pm 0.5$ ) indicated that the person was a service member, 1% ( $\pm 0.2$ ) indicated the person was a DoD civilian/contractor, and 7% ( $\pm 0.5$ ) indicated the person was someone else.<sup>17</sup> The remainder of this subsection further examines the majority of members who did not know an independent extremist and the 7% who said they knew a service member who was an independent extremist. Race/ethnicity-, Service-, paygrade-, and location-related findings are presented.

As mentioned in the previous paragraph, 87% of service members said they did not know an independent extremist. This percentage differed by racial/ethnic group. Fewer Native Americans/Alaskan Natives ( $72\% \pm 7.8$ ) than others ( $87\%$  to  $91\% \pm 0.9$  to  $\pm 1.5$ ) said they did not know such a person. To rephrase, Native Americans/Alaskan Natives were more likely than others to say they knew an independent extremist.

There were also Service-related differences. Marines ( $81\% \pm 1.9$ ) were least likely and Air Force personnel ( $92\% \pm 1.0$ ) were most likely to indicate they did not know an independent extremist. The percentages for the other Services ranged from 85% to 88% ( $\pm 1.2$  to  $\pm 1.9$ ). In the Army, Navy, and Marine Corps, fewer Whites ( $79\%$  to  $86\% \pm 1.9$  to  $\pm 2.6$ ) than Asians/Pacific Islanders ( $87\%$  to  $91\% \pm 2.2$  to  $\pm 2.9$ ) indicated they did not know an independent extremist. To put it another way, in the Army, Navy, and Marine Corps, Whites were more likely than Asians/Pacific Islanders to say they knew an independent extremist.

Junior enlisted ( $80\% \pm 1.4$ ) were less likely than senior enlisted ( $90\% \pm 0.9$ ) and officers ( $93\% \pm 0.8$ ) to indicate they did not know an independent extremist. Among junior enlisted, Whites ( $78\% \pm 2.0$ ) were less likely than Hispanics ( $83\% \pm 2.3$ ), Blacks ( $85\% \pm 2.0$ ), and Asians/Pacific Islanders ( $86\% \pm 3.6$ ) to say that they did not know such a person.

Location-related comparisons were also performed on those who said they did not know an independent extremist. As shown in Figure 3.9, overall, 86% to 89% of members in each location indicated they did not know such a person. There were, however, differences among racial/ethnic groups in Asia. For example, among members stationed in Asia, proportionately fewer Whites and Blacks (86% for both) than Asians/Pacific Islanders (92%) said *no* when asked if they knew an independent extremist. In other words, in Asia, Whites and Blacks were more likely than Asians/Pacific Islanders to say they knew an independent extremist.

<sup>17</sup> The percentages total to more than 100% because members may have said they knew more than one type of independent extremist or because of rounding error.

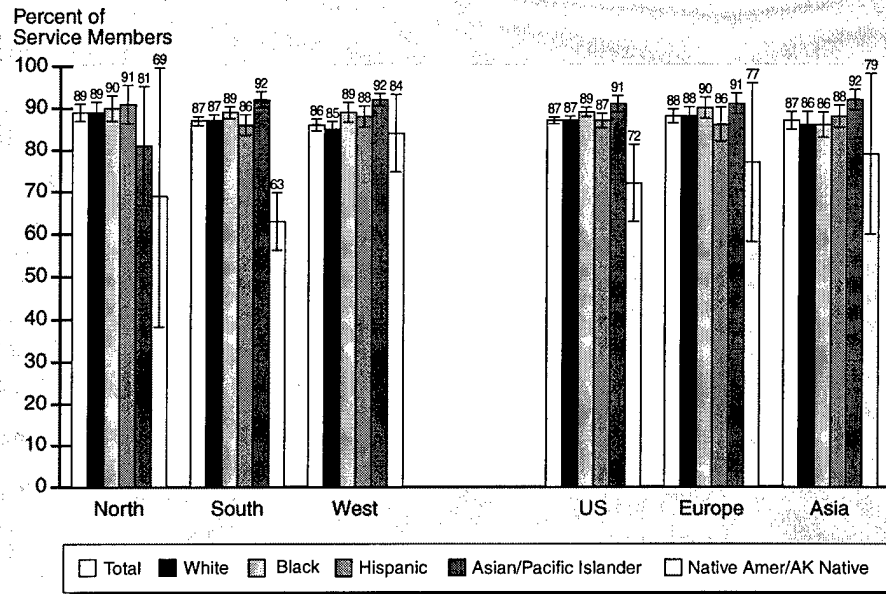


Figure 3.9 also shows differences among racial/ethnic groups in some US regions. In the South, Native Americans/Alaskan Natives (63%) were less likely than others (86% to 92%) to say they did not know an independent extremist. In the South and West, fewer Whites (87% in the South and 85% in the West) than Asians/Pacific Islanders (92% in both regions) responded in this manner. To put it another way, in the South and West, Whites were more likely than Asians/Pacific Islanders to indicate that they know such a person.

As mentioned at the beginning of this subsection, 7% of members said they knew a service member who was an independent extremist. Native Americans/Alaskan Natives ( $17\% \pm 6.7$ ) were more likely than members in other racial/ethnic groups ( $5\% \text{ to } 8\% \pm 0.7 \text{ to } \pm 1.4$ ) to indicate that they knew such a person. There were also Service-, paygrade-, and location-related differences.

Figure 3.10 shows that Air Force personnel (3%) were least likely and Marines (12%) were most likely to indicate they knew a service member who was an independent extremist. The percentages for the Army (9%), Navy (8%), and Coast Guard (6%) fell between the two extremes. There was one

**Figure 3.9**  
*Percent of Racial/Ethnic Group and Location Who Indicated that They Do Not Know an Independent Extremist*



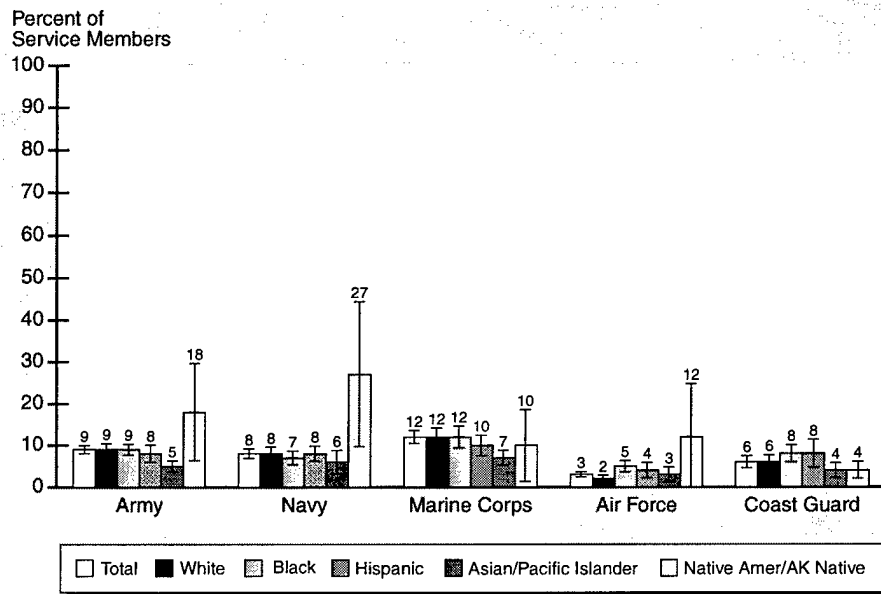
Source: 1996 EOS Q66b

racial/ethnic-related difference in the Marine Corps. Fewer Asians/Pacific Islanders (7%) than Whites (12%) and Blacks (12%) marked that they knew a service member who was an independent extremist.

Junior enlisted ( $12\% \pm 1.1$ ) were more likely than senior enlisted ( $5\% \pm 0.6$ ) and officers ( $3\% \pm 0.5$ ) to say they knew a service member who was an independent extremist. Of all the racial/ethnic groups within paygrade categories, junior enlisted Native Americans/Alaskan Natives ( $31\% \pm 12.1$ ) were the group most likely to indicate they knew this type of service member. In contrast, the percentages for other racial/ethnic groups in the three paygrade categories ranged from 3% to 12%. There was also a location-related difference in the percentage of personnel who indicated that they knew a service member who was an independent extremist. In Asia,

Figure 3.10

**Percent of Racial/Ethnic Group and Service Who Indicated that They Know an Independent Extremist Who Is a Service Member**



Source: 1996 EOS Q66b

fewer Asians/Pacific Islanders ( $4\% \pm 1.2$ ) than Blacks ( $11\% \pm 2.7$ ) said they knew a service member who was an independent extremist.

**Asked to join an extremist organization or participate in activities.** The EOS findings also provide evidence that recruiting by extremist organizations has rarely occurred in the 12 months prior to the survey. Almost all members indicated that they had *not* been asked to join an extremist organization ( $99\% \pm 0.2$ ) or participate in extremist activities ( $99\% \pm 0.2$ ). There were no race/ethnicity-, Service-, paygrade-, or location-related differences.

### Race Relations Over the Last Five Years

Two sets of questions were used to assess how race relations had changed over time. The first set of results provides findings on members'

perceptions that race relations had improved in the military and in the nation—without regard to any particular racial/ethnic group. The second set of results covers members' views on whether opportunities have improved, remained the same, or deteriorated for specific racial/ethnic groups and is discussed in Chapter 8.

Questions 77 and 78, respectively, solicited members' opinions about changes in race relations in the

nation and military. Members could select one of three choices: *better today*, *about the same as 5 years ago*, or *worse today*. Members who had been in the military less than 5 years (as indicated by their response to Question 78) were excluded from these analyses.

Table 3.7 shows that when asked about race relations in the nation, similar percentages of members (about one third) chose each of the three response alternatives. In contrast, when asked about race relations in the military, members were more likely to respond that relations were either *better today* (46%) or *about the same as 5 years ago* (41%) than to respond that relations were *worse today* (13%). To put it another way, members thought that the last 5 years have resulted in more positive changes for the military

Table 3.7  
*Perceptions of the Change in Race Relations Over the Last 5 Years*

In your opinion, have race relations gotten better or worse over the last 5 years...		Racial/Ethnic Group											
		Total		White		Black		Hispanic		Asian/ Pacific Islander		Native Amer/AK Native	
		%	CI	%	CI	%	CI	%	CI	%	CI	%	CI
77	<i>In our nation?</i>												
	Better today	30	±0.9	31	±1.3	24	±1.4	32	±2.3	45	±2.4	24	±6.0
	About the same as 5 years ago	35	±1.0	34	±1.4	37	±1.5	35	±2.3	35	±2.2	24	±6.2
	Worse today	35	±1.0	35	±1.4	39	±1.6	33	±2.4	20	±1.7	52	±8.6
78	<i>In the military?</i>												
	Better today	46	±1.0	48	±1.4	37	±1.5	49	±2.4	56	±2.4	39	±7.8
	About the same as 5 years ago	41	±1.0	41	±1.4	44	±1.6	38	±2.4	36	±2.3	39	±8.6
	Worse today	13	±0.7	11	±1.0	19	±1.3	13	±1.7	8	±1.0	23	±9.5

Note. Members with less than 5 years in the military were excluded from these analyses.

than for society as a whole. Answers to this question alone, however, say nothing about the absolute status of military and national race relations. That is, these questions did not ask whether the military or the nation has good race relations.

The relative nature of this response alternative made it impossible to ascertain whether members who marked *about the same as 5 years ago* were making a positive or negative expression of the state of race relations. Specifically, there is no way to distinguish those believing that race relations are as bad today as they were 5 years ago from those believing that race relations are as good today as they were 5 years ago. Persons holding either sentiment would say that race relations *are about the same as 5 years ago*.

The belief that race relations had improved was associated with race/ethnicity. For both the

nation and military question, Blacks (24% and 37%, respectively) and Native Americans/Alaskan Natives (24% and 39%, respectively) were the least likely and Asians/Pacific Islanders (45% and 56%, respectively) were the most likely to say that race relations are *better today*. The percentages for Hispanics were similar to those for Whites on both questions.

For the question on race relations in the nation, the overall percentage for each Service was similar, ranging from 29% to 31% ( $\pm 1.0$  to  $\pm 3.0$ ). There were differences, however, across Services for some racial/ethnic groups. For example, Blacks in the Air Force ( $19\% \pm 2.7$ ) were less likely than Black Marines ( $27\% \pm 3.9$ ) to say that race relations in the nation are *better today*. Asians/Pacific Islanders in the Air Force ( $39\% \pm 5.9$ ) were less likely than Asians/Pacific Islanders in the Navy ( $50\% \pm 3.5$ ) to say that national race relations are *better today*.

Figures 3.11 and 3.12 were constructed because members' opinions of race relations in the military are particularly salient for EO policy analysis. Figure 3.11 shows the percentage of members who indicated that military race relations are *better today*. Overall, the Army percentage (41%) is lower than that for any other Service (46% to 53%). Within each Service, proportionately fewer Blacks than any other racial/ethnic group (except Native Americans/Alaskan Natives whose confidence intervals were very large) indicated that military race relations are *better today*. Figure 3.11 also shows that among Whites, fewer Army than Navy, Marine Corps, and Coast Guard members said relations were *better today*. Similarly, among Asians/Pacific Islanders, fewer Army than Navy personnel chose this response alternative.

Figure 3.12 shows the percentage of members who indicated that military race relations are *worse today*. This figure shows that proportionately more members in the Army (17%) and Marine Corps (15%) than in the Air Force (9%) and Coast Guard (8%) responded that race relations are *worse today*. Within the Army, Navy and Air Force, Blacks were more likely than Whites, Hispanics, and Asians/Pacific Islanders in their Service to respond in this manner.

## Racial/Ethnic Relations Overall

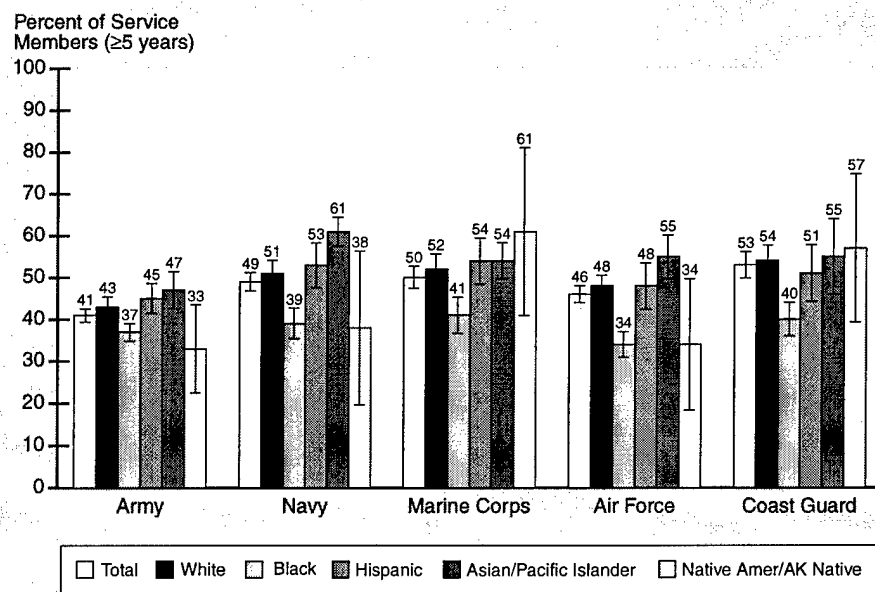
Three EOS items examined overall racial/ethnic relations. Two items examining racial/ethnic relations on the installation/ship and in the community were answered using an extent scale that included the following alternatives: *not at all*, *small extent*, *moderate extent*, *large extent*, *very large extent*,

and *don't know*. The third item explored members' assessment of whether racial/ethnic relations were better in the military or in civilian life.

## Racial/Ethnic Relations on the Installation/Ship

Figure 3.13 shows the responses for members in each racial/ethnic group indicating the extent to which racial/ethnic relations on the installation/ship are good. There were racial/ethnic related differences in the percentages of members who responded *large* or *very large extent*.

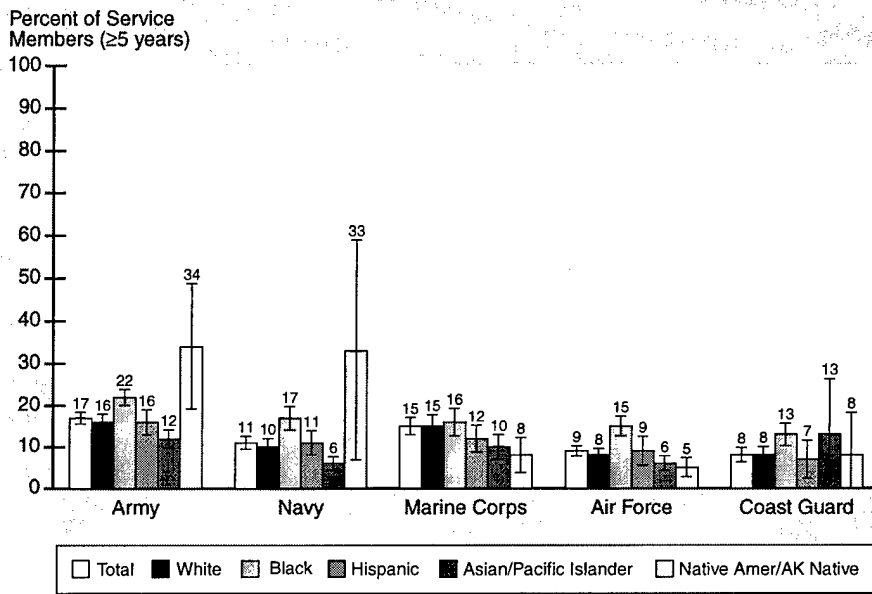
**Figure 3.11**  
**Percent of Racial/Ethnic Group and Service Who Said Race Relations in the Military Are Better Today Than Over the Last 5 Years**



Source: 1996 EOS Q78

Figure 3.12

*Percent of Racial/Ethnic Group and Service Who Said Race Relations in the Military Are Worse Today Than Over the Last 5 Years*



Source: 1996 EOS Q78

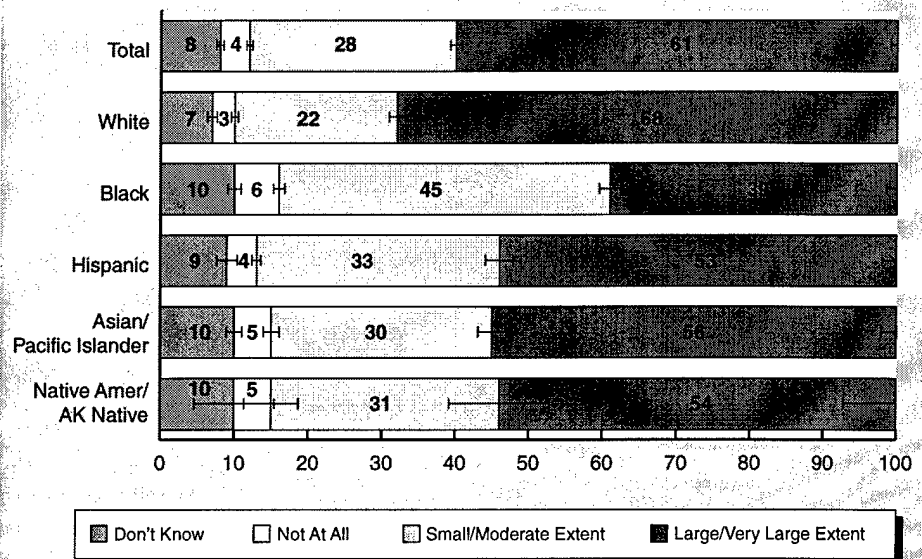
racial/ethnic group responded *not at all* when asked whether racial/ethnic relations at the installation/ship were good.

Overall, 61% ( $\pm 0.9$ ) of members marked *large* or *very large extent* and 28% ( $\pm 0.8$ ) marked *small* or *moderate extent*, when asked if racial/ethnic relations on their installation/ship were good. Four percent ( $\pm 0.4$ ) marked *not at all*, while 8% ( $\pm 0.5$ ) indicated they did not know.

Whites (68%) were most likely and Blacks (39%) least likely to indicate racial/ethnic relations were good to a *large* or *very large extent* on the installation/ship. About half of other racial/ethnic groups responded in this way; 53% of Hispanics, 54% of Native Americans/Alaskan Natives, and 56% of Asians/Pacific Islanders responded in this manner. In contrast, only 3%-6% of any

Figure 3.13

*Percent of Racial/Ethnic Group Who Indicated the Extent to Which Race/Ethnic Race Relations At the Installation/Ship Are Good*



Source: 1996 EOS Q61C

There were also Service-related differences. Figure 3.14 shows that Army personnel (54%) were least likely and Coast Guard personnel (74%) were most likely to say that racial/ethnic relations were good to a *large* or *very large extent* on their installation/ship. Figure 3.14 also shows that the rate for Blacks in every Service was below that for any other racial/ethnic group in the same Service.

In contrast, fewer than 7% of any racial/ethnic group responded *not at all* when asked whether racial/ethnic relations at their installation/ship were good. Three percent ( $\pm 0.5$ ) of Whites, 4% ( $\pm 0.6$ ) of Hispanics, 5% of Asian/Pacific Islanders and Native Americans/Alaskan Natives ( $\pm 1.1$  and  $\pm 3.6$ , respectively), and 6% ( $\pm 0.7$ ) of Black members responded in this manner.

### Racial/Ethnic Relations in the Nearby Community

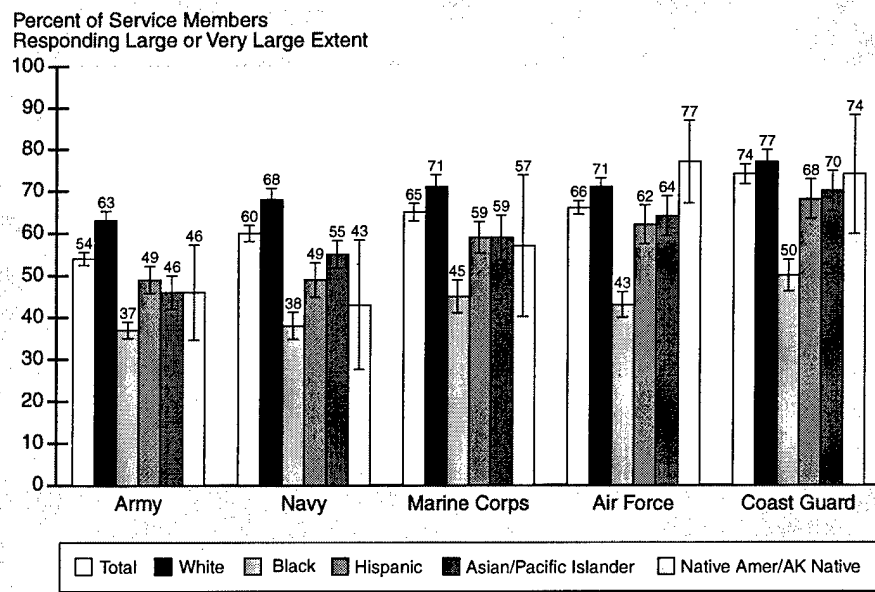
One third ( $\pm 0.9$ ) of members indicated that racial/ethnic relations in the local community were good to a *large* or *very large extent*. Slightly more (42%  $\pm 0.9$ ) said that community racial/ethnic relations were good to a *small* or *moderate extent*. Finally, 7% ( $\pm 0.5$ ) of members responded *not at all* and 18% ( $\pm 0.7$ ) chose *don't know*.

There were racial/ethnic-related differences in the percentage of members who chose *large* or *very large extent*. Fewer Black members (28%  $\pm 1.3$ ) than Whites (34%  $\pm 1.2$ ), Hispanics (34%  $\pm 1.8$ ), and Asians/Pacific Islanders (42%  $\pm 2.1$ ) indicated that community racial/ethnic relations were good to a *large* or *very large extent*. Thirty-one percent ( $\pm 6.4$ ) of Native Americans/Alaskan

Natives also responded in this manner.

Comparing the findings for installation/ship racial/ethnic relations to those for the community is useful. Although almost two thirds (61%) indicated that relations were good to a *large* or *very large extent* on installations/ships, about half that percentage (33%) responded similarly about the community. For every racial/ethnic group, the percentage of members assessing racial/ethnic relations on the installation/ship as good to a *large* or

**Figure 3.14**  
**Percent of Racial/Ethnic Group and Service Who Indicated that Race/Ethnic Relations Are Good on the Installation/Ship**



Source: 1996 EOS Q61c

*very large extent* was at least 11 percentage points higher than was the percentage making comparable assessments about community racial/ethnic relations.

The percentage of members saying that community relations were largely or very largely good also differed by Service. The 36% for the Air Force ( $\pm 1.7$ ) was higher than the 31% for both the Army ( $\pm 1.4$ ) and Marine Corps ( $\pm 2.0$ ). The percentage for the Coast Guard was 32% ( $\pm 2.7$ ); and for the Navy, it was 35% ( $\pm 1.9$ ). There were Service-related differences for Asians/Pacific Islanders. Fewer in the Army ( $34\% \pm 3.5$ ) and Marine Corps ( $35\% \pm 4.7$ ) than in the Navy ( $47\% \pm 3.2$ ) indicated community relations were good to a *large* or *very large extent*. Forty-three percent of Asians/Pacific Islanders in the Air Force ( $\pm 5.1$ ) and Coast Guard ( $\pm 7.0$ ) answered using these response alternatives.

Somewhat more members in the Northern US ( $37\% \pm 2.8$ ) than in the South or West ( $32\%$  for both,  $\pm 1.3$  and  $\pm 1.7$ , respectively) indicated that to a *large* or *very large extent*, racial/ethnic relations in the community were good. Thirty-four percent ( $\pm 2.7$ ) of members in Asia/Pacific Islands and 43% ( $\pm 2.4$ ) of members in Europe responded this way.

#### **Racial/Ethnic Relations: Military versus Civilian**

Item 73I asked members to assess whether "Racial/ethnic relations overall" for people of their racial/ethnic group were *better in the military*, *better as a civilian*, or whether there was *no difference*. There was an almost even split between those who said *better in the military* ( $46\% \pm 0.9$ ) and those who said *no difference* ( $48\% \pm 0.9$ ). Therefore, 94% of members either marked *better in the military* or *no difference*. There were no racial/ethnic-related differences—90% to 95% ( $\pm 0.6$  to  $\pm 4.9$ ) of each racial/ethnic group chose either of these responses. There were also no Service-related

differences—a minimum of 93% in each Service indicated that racial/ethnic relations were at least as good in the military as in civilian life. Similarly, 91% ( $\pm 0.9$ ) of junior enlisted, 95% ( $\pm 0.6$ ) of senior enlisted, and 98% ( $\pm 0.4$ ) of officers responded in this manner.

## CHAPTER 4: PERSONAL EXPERIENCES RELATED TO RACE/ETHNICITY

This chapter summarizes service members' responses to the Personal Experiences section of the survey. Together, Questions 29 and 30 listed experiences that could constitute racial/ethnic insensitivity, harassment, or discrimination. Service members had an opportunity to indicate if they—and in some cases, their families—had experienced such experiences in the 12 months prior to the survey. This method to assess racial/ethnic insensitivity, harassment, and discrimination parallels the method used in the *1995 Armed Forces Sexual Harassment Survey*. DMDC chose to pattern the *EOS* after the earlier survey for two reasons. One, there is a general paucity of empirical literature on determining race/ethnicity-related incidence rates in organizations. Two, a recent critique (Arvey & Cavanaugh, 1995) addressed the various methods of assessing sexual harassment—a somewhat comparable type of organizational problem. The reviewers noted that a behavioral approach, similar to that used here, was superior to other approaches.

Additionally, Question 31 provided members with an opportunity to describe "other bad, race/ethnicity-related experiences during the past 12 months—experiences related to your job, an installation/ship, or a community around an installation." Question 32 asked, "Do you think that DoD and your Service have a responsibility to prevent the racial/ethnic harassment and discrimination which you marked in Question 29, 30, and/or 31?"

Although the full text and context for these questions are available in Appendix A, a short description of two questions (29 and 30) is provided before discussing findings. The stem for Question 29, "How frequently during the past 12 months have you been in circumstances where you thought..." was followed by 15 types of racial/ethnic insensitivity and harassment. Members indicated the frequency

with which they perceived each type of incident using four response alternatives: *never*, *once or twice*, *sometimes*, or *often*. Members indicated whether the perceived incidents involved

- "Military personnel (on or off duty, on or off installation) and/or Service/DoD civilian employees" and/or
- "Civilians in the local community around an installation."

The items included behaviors which the member (him/herself) may have experienced (e.g., "Told stories or jokes which were racist or depicted your race/ethnicity negatively" and "Assaulted you physically because of your race/ethnicity"). The final item gave members an opportunity to indicate whether or not they believed their families had experienced any of the previously described behaviors. Appendix C presents the percentages of respondents indicating they had each experience in Question 29, broken by race/ethnicity.

Question 30 asked, "During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor?" For each of the 26 items, members could check one of three response alternatives: *No, or does not apply*; *Yes, but my race/ethnicity was NOT a factor*; and *Yes, and my race/ethnicity was a factor*. Many of the items described military-career issues (e.g., "I was rated lower than I deserved on my last evaluation" and "I was unable to get straight answers about my promotion possibilities"). Also included on the list were items related to the military justice system, installation and community environments, and family experiences with harassment and discrimination (e.g., "I or my family did not get appropriate medical care").



This chapter provides a summary of responses to Questions 29, 30, and 31 as well as members' opinions about whether DoD has a responsibility in preventing such incidents (Question 32). These issues are addressed in six sections. The first section provides findings for the overall summary index—*Any Incident*—and discusses the relationships of that overall measure to *Member Incident-DoD* and *Member Incident-Community*. In the second through fourth sections, findings for *Member Incident-DoD*, *Member Incident-Community*, and *Member/Family Incident* are, respectively, reviewed. The fifth section provides results for Question 32, the extent to which members believed that DoD and the Services have a responsibility to prevent the insensitive, harassing, or discriminatory incident(s) they had experienced.

### Incidents Related to Race/Ethnicity

*Any Incident* is the percentage of members who indicated experiencing at least one of the items in Questions 29, 30, or 31 because of their race/ethnicity. Thus, the *Any Incident* findings simultaneously consider all types of perceived racial/ethnic insensitivity, harassment, and discrimination. These behaviors could have been experienced in interactions with service personnel, civilian employees of the Services, or civilians from the local community. Moreover, the behaviors could have been experienced by members and/or their families.

This section contains two parts. The first part reviews the findings for *Any Incident*. The second part discusses the relationship of *Any Incident* to two of the major summary indicators (*Member Incident-DoD* and *Member Incident-Community*) that were combined to create *Any Incident*.

#### Any Incident Findings

This portion of the report presents overall percentages as well as comparisons among racial/ethnic

groups, Services, paygrade categories, gender, and geographic locations.

**Overall and race/ethnicity-related findings.** Table 4.1 shows the findings for *Any Incident* and the types of incidents that were combined to create that indicator. Seventy-six percent of members indicated that they or their families had experienced at least one type of racial/ethnic insensitivity, harassment, or discrimination during the 12 months prior to the survey. The confidence interval of  $\pm 0.8$  in the adjoining column of Table 4.1 indicates that there is very little error associated with the 76% population estimate. That is, we would expect that 95% of the time the population value would be between 75.2% (76% minus 0.8) and 76.8% (76% plus 0.8).

Other values in the first row of Table 4.1 show the overall percentage of each racial/ethnic group indicating that they had experienced at least one incident of racial/ethnic insensitivity, harassment, or discrimination during the 12 months prior to completing the survey. A comparison of those values revealed that Whites (73%) and Asians/Pacific Islanders (76%) were less likely to indicate an incident than were Blacks, Hispanics, and Native Americans/Alaskan Natives (83% to 85%).

#### Service- and paygrade-related findings.

Figure 4.1 shows *Any Incident* rates for each Service and each racial/ethnic group within a Service. The overall percentage for the Air Force (71%) was lower than the overall percentage for the Marine Corps (80%), Army (79%), or Navy (77%). Seventy-five percent of the Coast Guard experienced at least one insensitive, harassing, or discriminatory behavior in the previous 12 months.

Figure 4.1 also shows that the percentages for racial/ethnic groups within the Services ranged

**Table 4.1**  
*Rates of Perceived Racial/Ethnic Insensitivity, Harassment, and Discrimination*

Types of Incidents Experienced During the 12 Months Prior to the Survey	Racial/Ethnic Group											
	Total		White		Black		Hispanic		Asian/ Pacific Islander		Native Amer/AK Native	
	%	CI	%	CI	%	CI	%	CI	%	CI	%	CI
Any Incident	76	±0.8	73	±1.1	83	±1.1	83	±1.4	76	±1.7	85	±3.3
A. Member Incident-DoD	67	±0.8	63	±1.2	76	±1.2	79	±1.5	70	±1.8	76	±5.3
A.1. Offensive Encounters-DoD	66	±0.8	62	±1.2	75	±1.2	78	±1.5	69	±1.9	74	±5.4
A.2. Threat/Harm-DoD	10	±0.5	8	±0.7	13	±1.0	13	±1.3	16	±1.9	15	±5.3
A.3. Assignment/Career	8	±0.5	4	±0.5	18	±1.1	13	±1.4	10	±1.0	17	±6.3
A.4. Evaluation	8	±0.5	4	±0.5	19	±1.1	13	±1.3	13	±1.4	8	±3.3
A.5. Punishment	4	±0.3	2	±0.4	9	±0.9	6	±0.8	4	±1.3	5	±2.6
A.6. Training/Test Scores	3	±0.3	2	±0.4	6	±0.7	5	±0.9	4	±0.6	3	±2.1
B. Member Incident-Community	65	±0.9	64	±1.3	70	±1.5	67	±2.0	63	±2.1	73	±5.9
B.1. Offensive Encounters-Community	65	±0.9	63	±1.3	69	±1.5	67	±2.0	63	±2.1	72	±6.0
B.2. Threat/Harm-Community	12	±0.7	12	±0.9	13	±1.2	13	±1.4	14	±1.8	19	±6.7
C. Member/Family Incident	23	±0.7	18	±1.0	37	±1.4	28	±1.7	23	±1.9	26	±6.2
C.1. Member/Family Services	13	±0.5	8	±0.7	30	±1.3	18	±1.4	14	±1.6	16	±5.3
C.2. Member/Family Fears	5	±0.4	5	±0.6	2	±0.4	3	±0.7	3	±0.6	6	±3.9
C.3. Miscellaneous Member/Family Experience												
Family Encounters-Community	9	±0.5	8	±0.7	10	±1.0	9	±1.2	10	±1.7	12	±4.7
Member/Family Other Experiences	7	±0.5	6	±0.6	10	±0.9	8	±1.0	7	±1.2	11	±4.2
Family Encounters-DoD	4	±0.4	4	±0.5	5	±0.6	5	±0.8	6	±1.1	6	±3.3

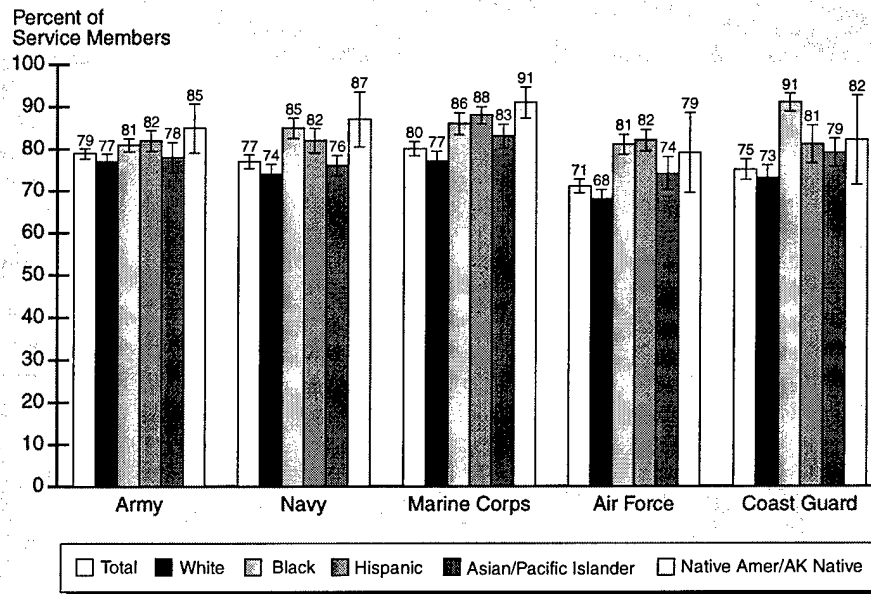
from 68% for Whites in the Air Force to 91% for Blacks in the Coast Guard and Native Americans/Alaskan Natives in the Marine Corps. Within most Services, Whites had lower *Any Incident* rates than did Blacks, Hispanics, and Native Americans/Alaskan Natives. The rates for Asians/Pacific Islanders were also lower than those for Blacks and Hispanics in the Navy and Air Force.

The percentage of racial/ethnic group members indicating an *Any Incident* experience in each paygrade category is shown in Figure 4.2. Overall, junior enlisted (81%) were more likely than senior enlisted (76%) to indicate that they had experienced at least one incident. Both enlisted paygrade categories were more likely than officers (67%) to indicate an incident of racial/ethnic insensitivity, harassment, or discrimination. For Whites and Hispanics,

the probability of indicating at least one experience decreased as paygrade increased. For Asians/Pacific Islanders, the incident rates for senior enlisted and officers were the same (73%). Among Blacks, the incident rates for all three paygrade categories were essentially the same (82% to 84%). Another noteworthy finding is the 18-percentage-point difference in the rates of Black (83%) versus White (65%) officers.

***Influence of Service composition on findings.*** Service-to-Service comparisons (such as the one previously provided) are of interest because they provide relative information in the absence of absolute standards or norms. At the same time, such comparisons are influenced by factors related to the composition of each Service. Two factors that influenced the Service-related findings are

**Figure 4.1**  
*Percent of Racial/Ethnic Group and Service Who Indicated Any Incident*



Source: 1996 EOS Q29-Q31

the Service's percentage of personnel who are (a) members of minority racial/ethnic groups and (b) enlisted personnel versus officers.

Although members of all majority and minority racial/ethnic groups perceived insensitivity, harassment, and discrimination, members of minority racial/ethnic groups indicated that they encountered more such problems than did Whites. Therefore, if Service A has proportionately more of its force coming from minority racial/ethnic groups than does Service B, Service A would be expected to have proportionately more of its total force indicating an experience of racial/ethnic insensitivity, harassment, or discrimination (assuming that all other things are equal).

Similarly, paygrade-related differences are reported throughout this report. Officers generally noted experiencing fewer incidents than did

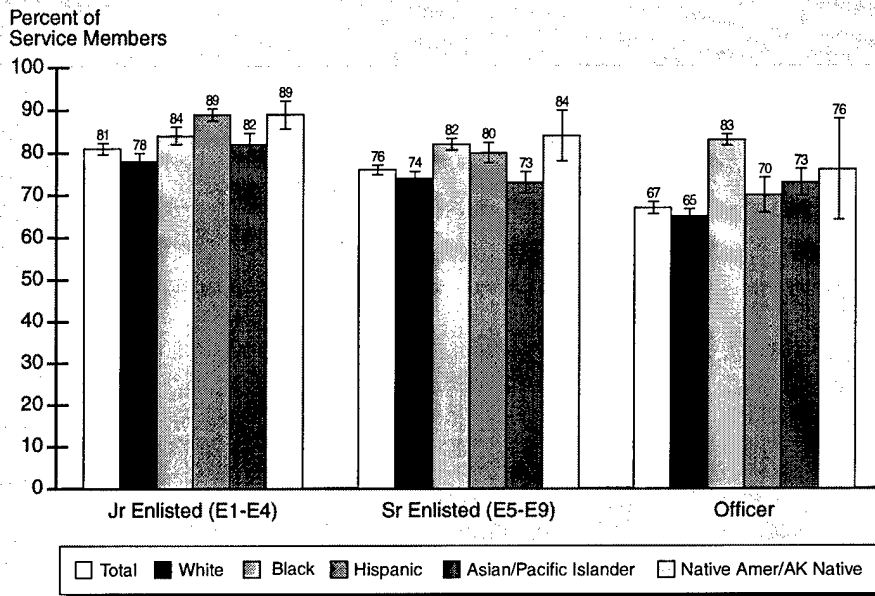
enlisted personnel. (One notable exception was among Blacks, for whom officer rates often equaled or exceeded those for enlisted personnel.) Paygrade-related differences were also influenced by (a) 78% of Whites and 91% of minority racial/ethnic group members being enlisted personnel and (b) Whites being less likely than members of other racial/ethnic groups to have indicated experiencing incidents related to their race/ethnicity.

Therefore, if Service

C has proportionately more enlisted personnel than Service D, Service C would probably have a higher percentage of respondents indicating an incident related to race/ethnicity.

The complex set of related points made in the prior three paragraphs is illustrated in Figure 4.3. Figure 4.3 shows three rates for each Service; each rate is shown relative to the rate found in the survey population. The first horizontal bar for every Service represents the comparison of each Service's *Any Incident* rate to the *Any Incident* rate of the survey population as a whole (76%). The second horizontal bar, the minority population rate, represents the comparison of the minority representation in each Service to that of the survey population (33%). The third horizontal bar, the enlisted population rate, represents the comparison of the enlisted

**Figure 4.2**  
**Percent of Racial/Ethnic Group and Paygrade Category Who Indicated Any Incident**



Source: 1996 EOS Q29-Q31

representation in each Service to that of the survey population (83%).

The Air Force and Coast Guard had the lowest *Any Incident* rates (71% and 75%, respectively). Both Services were also below the population levels for the minority and enlisted rates shown in Figure 4.3. More specifically, the Air Force was 8 percentage points below the minority population rate of 33% and 3 percentage points below the enlisted population rate of 83%. Similarly, the Coast Guard was 15 percentage points below the minority population rate and 4 percentage points below the enlisted population rate.

In contrast, the Marine Corps had the highest *Any Incident* rate (80% or 4 percentage points above the population rate). Although its representation of minority group members is 1 percentage point below the minority population rate of 33%,

it has a higher percentage of enlisted members (especially junior enlisted) than the other Services. On the other hand, the Army had the second highest *Any Incident* rate and a somewhat opposite pattern for enlisted and minority concentrations. More specifically, the Army's higher than average *Any Incident* rate was partially the result of having relatively more minority group members than did the other Services.

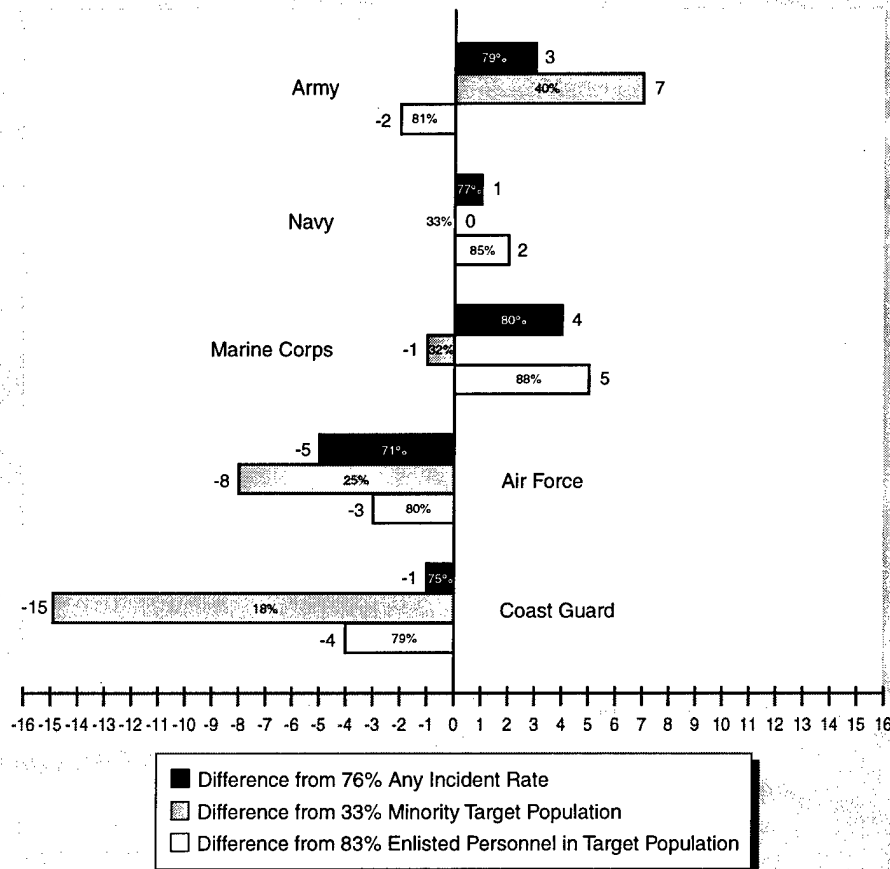
For the Navy, all three rates were very close to the population rates.

To summarize, Service- and paygrade-related findings throughout this report are heavily influenced by Whites (a) being a very large proportion of the military and (b) not being evenly distributed across Services and paygrade categories. Service-wide and paygrade-wide findings tell only part of the story. More complete pictures of incidents are provided by the race/ethnicity-related breakouts within the Service and paygrade analyses. This discussion is provided to give readers a fuller appreciation of the complexity of the findings.

#### ***Gender- and location-related findings.***

Although the overall rates for men (77%  $\pm$  0.8) and women (75%  $\pm$  2.1) were similar, the percentage for Hispanic men (84%  $\pm$  1.5) was higher than that for Hispanic women (78%  $\pm$  3.7). There was

**Figure 4.3**  
*The Relationship of a Service's Any Incident Rate to Two Characteristics of Its Population: Minority Representation and Percent Enlisted*



Source: 1996 EOS Q29-Q31

no other difference between men and women within any racial/ethnic group.

Overall, *Any Incident* rates for members in Europe ( $75\% \pm 2.0$ ) and Asia ( $79\% \pm 2.2$ ) were similar to those for personnel stationed in the US ( $76\% \pm 0.9$ ). Figure 4.4 shows that in Europe, Asia, and Southern and Western US regions, percentages for Whites (73% to 76%) were lower than those for Blacks and Hispanics (80% to 86%). In addition, in the Northern US, the percentage for Whites (67%) was lower than the percentage for

Blacks (82%). There were also differences within racial/ethnic groups. The incident rate for Whites located in the Northern US (67%) was lower than that for Whites located almost anywhere else (73% to 76%). Similarly, Asians/Pacific Islanders in the Western US (74%) had a lower percentage than did those in the Northern US (84%).

#### Interrelationships Between Any Incident and Both Member Incident-DoD and Member Incident-Community

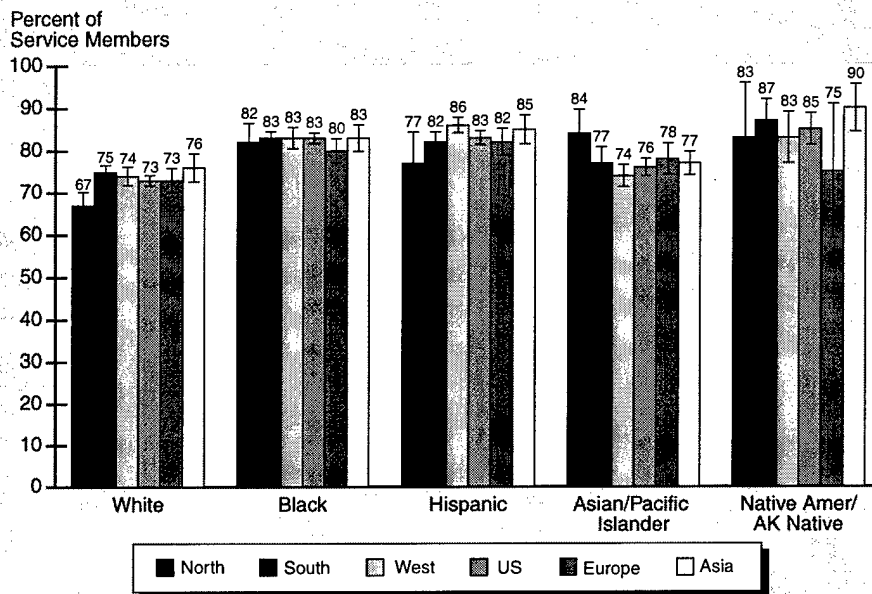
The discussion now shifts to the relationship between *Any Incident* (76%) and both *Member Incident-DoD* (67%) and *Member Incident-Community* (65%).

Analyses show that

almost all members (99%) who indicated experiencing one or more incidents had at least one incident which happened to them *personally* (as opposed to happening to them *or* their family members).

Additional analyses revealed that most members fell into the same category (i.e., indicating an incident vs. not indicating an incident) for both *Member Incident-DoD* and *Member Incident-Community*. That is, individuals who noted racial/ethnic insensitivity, harassment, or discrimination from a DoD offender were also likely to have indicated that

**Figure 4.4**  
**Percent of Racial/Ethnic Group in Each Location**  
**Who Indicated Any Incident**



Source: 1996 EOS Q29-31

they experienced incidents involving a local civilian. Conversely, individuals who did not experience racial/ethnic insensitivity, harassment, or discrimination involving a DoD offender were likely to indicate that they did not experience any incident involving a local civilian.

Race/ethnicity-related differences were, however, detected when the rates for *Member Incident-DoD* and *Member Incident-Community* were compared. As shown in Table 4.1, Blacks, Hispanics, and Asians/Pacific Islanders responded that they had experienced incidents at somewhat higher rates from other DoD personnel (70% to 79% for *Member Incident-DoD*) than from civilians in the community (63% to 70% for *Member Incident-Community*). The difference was greatest for Hispanics, with 79% noting instances involving DoD personnel and 67% noting instances involving local civilians.

The overall rates for *Member Incident-DoD* (67%) and *Member Incident-Community* (65%) were, however, similar because (a) Whites constitute such a large percentage of the military and (b) the lower rate of Whites relative to those for racial/ethnic minorities on *Member Incident-DoD* reduced the overall rate for that summary indicator.

When attempting to interpret the similar rates for *Member Incident-Community* and *Member Incident-*

*DoD*, it is important to note that military personnel spend most of their on-duty hours interacting with other military members and DoD civilians. And, although approximately half of DoD Service members live off the installation, the recreation activities, stores, etc. located on installations would tend to reduce interactions with civilians in the surrounding communities. On the other hand, personnel living on installations spend time in the surrounding communities for shopping, recreation, and the education of their children.

*Member Incident-DoD* also includes four factors that are not part of *Member Incident-Community*. Consequently, there are more opportunities for a respondent to indicate racial/ethnic insensitivity, harassment, or discrimination by another military-connected individual than by a civilian in the community.

## Member Incident-DoD

*Member Incident-DoD* reflects whether or not members said that they personally experienced incidents related to their race/ethnicity in interactions with other military member(s) (on or off duty, on or off installation) or DoD civilian employee(s) (on or off installation) during the prior 12 months. Overall, 67% of members indicated that they experienced a *Member Incident-DoD*. In addition, several race/ethnicity-related differences were found (see Table 4.1). Whites (63%) were less likely than members of all other racial/ethnic groups (70% to 79%) to indicate having this category of experience. Furthermore, Asians/Pacific Islanders (70%) were less likely than Blacks (76%) and Hispanics (79%) to indicate at least one *Member Incident-DoD*.

*Member Incident-DoD* is comprised of six factors (see the highlighted portion of Figure 4.5)

which represent 31 items. The remainder of this section focuses on the rates for each of these factors.

## Offensive Encounters-DoD

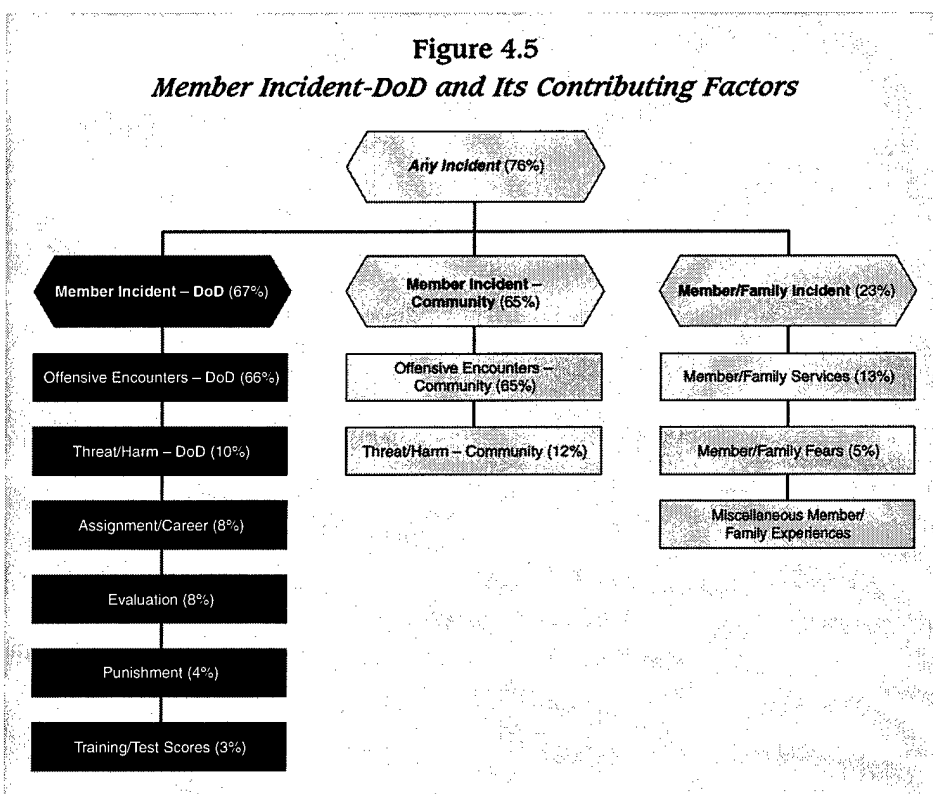
This factor was assessed by the 10 items listed in Table 4.2. Each item described a situation in which members stated that DoD personnel engaged in racially/ethnically insensitive or harassing behavior that caused the member discomfort or was insulting.

Sixty-six percent of members indicated that they experienced at least one of the behaviors identified in Table 4.2. The rate for Whites (62%) was less than that for any of the other four racial/ethnic groups, and the rate for Asians/Pacific Islanders (69%) was less than that for Blacks (75%) or Hispanics (78%).

Table 4.2 also shows that over half of members in the four minority racial/ethnic groups (52% to 64%) indicated that they had been "Told stories or

jokes which were racist or depicted your race/ethnicity negatively." Almost half of each minority group noted that other DoD military/civilian personnel "Made unwelcome attempts to draw you into an offensive discussion of racial/ethnic matters" (44% to 53%) and over one third indicated other DoD military/civilian personnel "Were condescending to you because of your race/ethnicity (38% to 46%)." About one third noted that other

**Figure 4.5**  
*Member Incident-DoD and Its Contributing Factors*



**Table 4.2**  
**Members Who Indicated Experiencing Offensive Encounters Attributed to DoD Personnel**

Types of Incidents Attributed to Service Members/Employees During the 12 Months Prior to the Survey		Racial/Ethnic Group											
		Total		White		Black		Hispanic		Asian/ Pacific Islander		Native Amer/AK Native	
		%	CI	%	CI	%	CI	%	CI	%	CI	%	CI
<b>A.1. Offensive Encounters-DoD</b>		<b>66</b>	<b>±0.8</b>	<b>62</b>	<b>±1.2</b>	<b>75</b>	<b>±1.2</b>	<b>78</b>	<b>±1.5</b>	<b>69</b>	<b>±1.9</b>	<b>74</b>	<b>±5.4</b>
29ab	Told stories or jokes which were racist/ depicted your race/ethnicity negatively	49	±0.9	45	±1.3	52	±1.4	64	±1.9	55	±2.1	61	±6.6
29aa	Made unwelcome attempts to draw you into offensive discussion of race/ethnicity	39	±0.9	35	±1.2	49	±1.4	48	±2.0	44	±2.1	53	±7.1
29ac	Were condescending to you because of your race/ethnicity	27	±0.8	20	±1.0	46	±1.4	39	±1.9	40	±2.1	38	±7.4
29ag	Made you uncomfortable by hostile looks/ stares because your race/ethnicity	25	±0.8	21	±1.1	37	±1.4	31	±1.8	34	±2.1	31	±7.2
29ae	Displayed tattoos or wore distinctive clothes which were racist	21	±0.8	20	±1.1	25	±1.3	20	±1.5	15	±2.0	26	±6.7
29aj	Made other offensive remarks about your race/ethnicity (e.g., offensive name)	20	±0.7	15	±1.0	28	±1.3	38	±1.9	32	±2.0	38	±7.3
29af	Did not include you in social activities because of your race/ethnicity	16	±0.7	13	±0.9	23	±1.2	18	±1.6	16	±1.7	19	±6.3
29ah	Made offensive remarks about your appearance (e.g., skin color)	15	±0.6	11	±0.9	23	±1.3	24	±1.6	24	±1.9	27	±7.2
29ad	Put up or distributed mat'ls which were racist or showed your R/E negatively	13	±0.6	11	±0.8	20	±1.2	14	±1.4	13	±1.7	19	±6.0
29ai	Suggested people of your race/ethnicity not suited for the kind of work you do	10	±0.5	5	±0.6	21	±1.2	21	±1.6	18	±1.5	17	±6.0

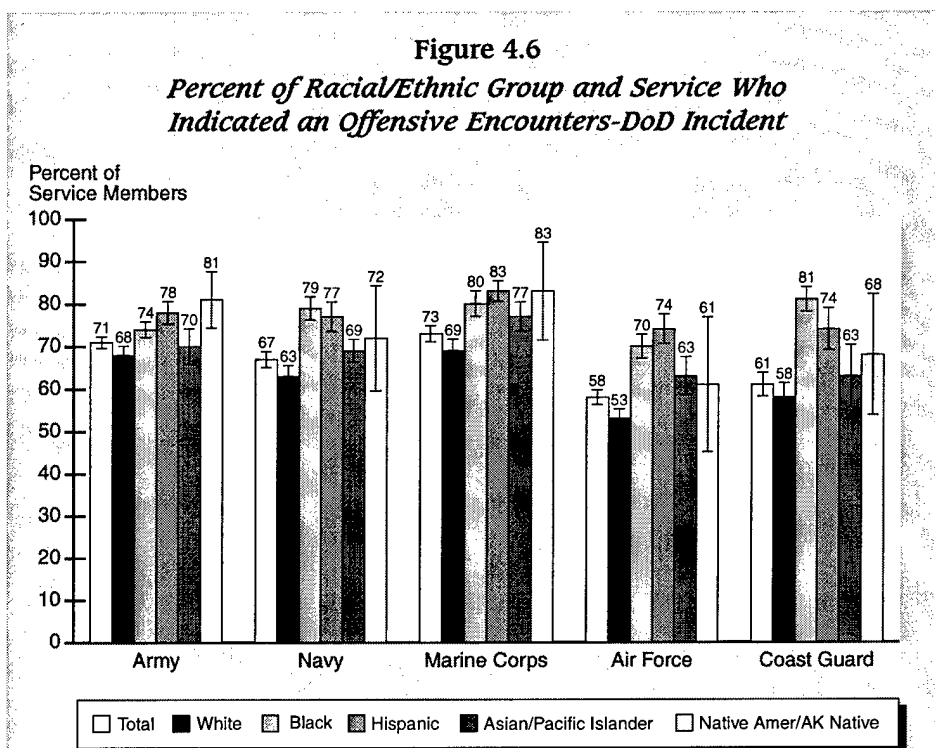
DoD military/civilian personnel "Made you feel uncomfortable by hostile looks and stares because of your race/ethnicity (31% to 37%)."

Figure 4.6 shows the *Offensive Encounters-DoD* rates for each Service and each racial/ethnic group within a Service. Overall, the Air Force (58%) and Coast Guard (61%) rates were lower than those for the other three Services, and the Navy (67%) rate was lower than that for either the Army (71%) or Marine Corps (73%). Within Services, incident rates ranged from a low of 53% for Whites in the Air Force to a high of

83% for Hispanics and Native Americans/Alaskan Natives in the Marine Corps.

*Offensive Encounters-DoD* rates also varied for different paygrade categories. Overall, the rate for junior enlisted (74% ± 1.5) was 25 percentage points higher than that for officers (49% ± 1.5). The 67% (± 1.8) for senior enlisted fell midway between these extremes. Figure 4.7 shows that this same paygrade-related pattern was present for Whites, Hispanics, and Asians/Pacific Islanders. The pattern was less pronounced for Blacks. For the latter racial/ethnic group, the percentage for





Source: 1996 EOS Q29aa-aj

senior enlisted personnel (73%) was about equal to the percentage for officers (71%).

Overall, men ( $66\% \pm 0.9$ ) and women ( $64\% \pm 2.3$ ) were equally likely to say they experienced at least one behavior included in *Offensive Encounters-DoD* during the 12 months prior to the survey. Differences were, however, detected when gender-related rates within a racial/ethnic group were examined. Proportionately more Black men ( $76\% \pm 1.4$ ) than Black women ( $71\% \pm 2.8$ ) indicated that they had experienced this type of racial/ethnic insensitivity or harassment. Similarly, the percentage for Hispanic men ( $78\% \pm 1.6$ ) was higher than that for Hispanic women ( $71\% \pm 4.4$ ).

Although the overall percentages for service members in Asia ( $70\% \pm 2.6$ ), Europe ( $67\% \pm 2.2$ ), and the US ( $66\% \pm 1.0$ ) varied by less than 5 percentage points, a wider range of rates was present across the US regions. The percentage for the North ( $59\% \pm 2.8$ ) was lower than that for the South ( $66\% \pm 1.3$ ) or West ( $67\% \pm 1.8$ ).

Figure 4.8 shows *Offensive Encounters-DoD* broken out simultaneously by race/

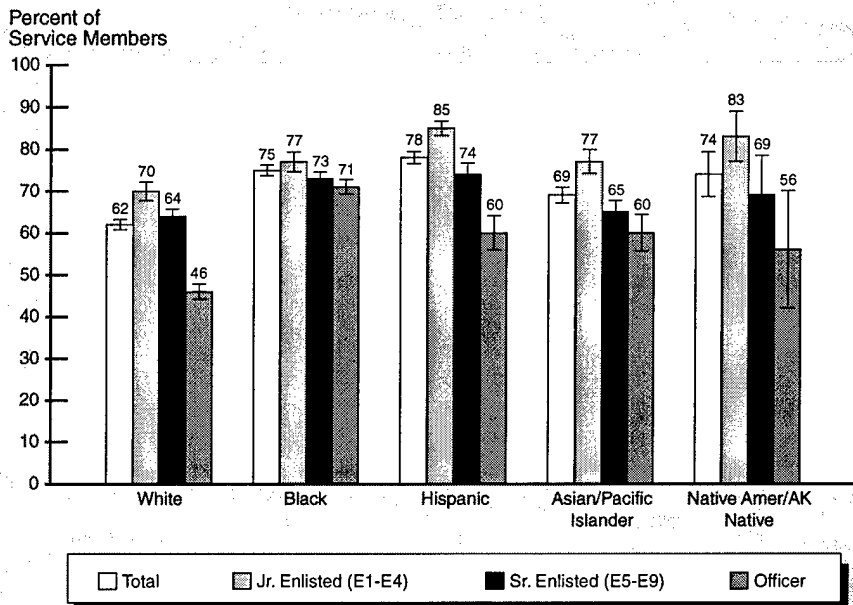
ethnicity and location. The low overall percentage for the Northern US appears to be largely a function of Whites in the North (54%) having a lower percentage of such encounters than did Whites stationed in the other two US regions (62% and 64%).

#### Threat/Harm-DoD

Four items asked members whether they perceived instances of threats, vandalism, and assault that were (a) caused by a military member or a Service/DoD civilian employee and (b) related to the target's<sup>18</sup> race/ethnicity. Table 4.3 provides the overall and race/ethnicity-related rates for both the factor as a whole and for each of its items.

<sup>18</sup> Terms to describe the person against whom an offense was committed are problematic. This report uses the term "target" which was used in the report for the 1995 *Sexual Harassment Survey* (Bastian, Lancaster, and Reyst, 1996). In that study, the authors reasoned that "recipients" inappropriately connotes voluntariness and "victims" implies both severity and more passivity than is often the case.

**Figure 4.7**  
**Percent of Paygrade Category and Racial/Ethnic Group Who**  
**Indicated an Offensive Encounters-DoD Incident**



Source: 1996 EOS Q29aa-aj

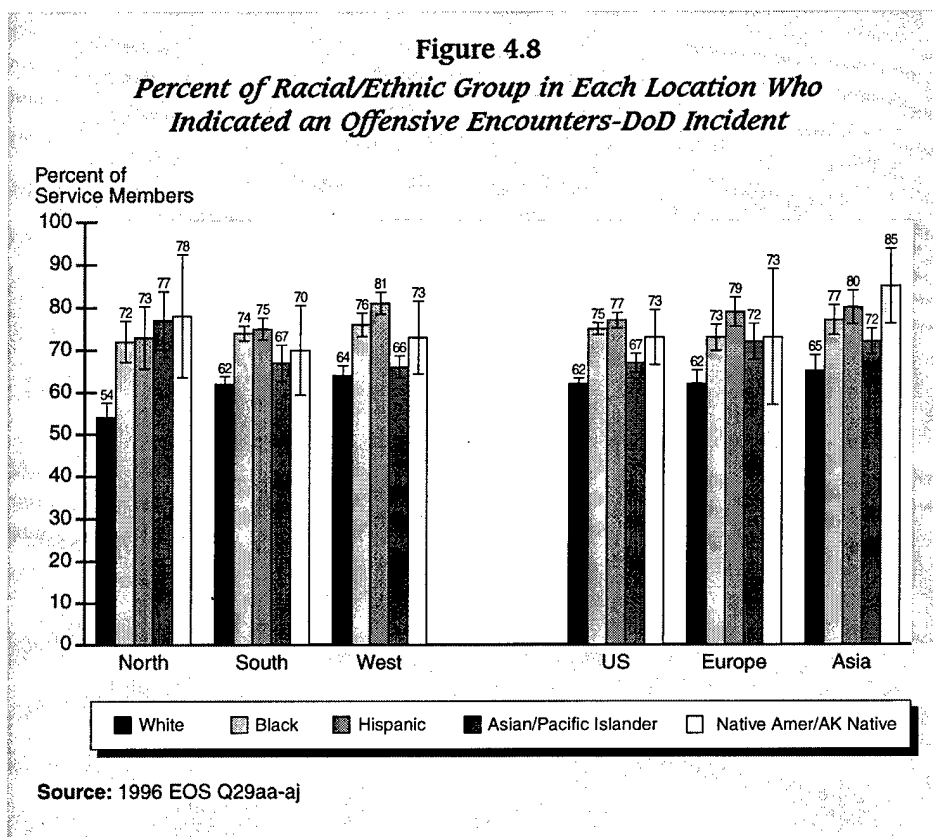
Ten percent of active-duty service members indicated they experienced at least one incident of *Threat/Harm-DoD* during the 12 months prior to the survey. Race/ethnicity-related differences were detected on the *Threat/Harm-DoD* factor; the percentage for Whites (8%) was lower than that for each of the four minority racial/ethnic groups (13% to 16%). For all groups except Asians/Pacific Islanders and Whites, the ordering of items by prevalence rate was the same as the ordering shown in the Total column. "Made you feel threatened with retaliation if you did not go along with things that were racially/ethnically offensive to you" was the most frequently indicated experience for all groups except Asians/Pacific Islanders. The experience most frequently cited by Asians/Pacific Islanders was "Physically threatened or intimidated you because of your race/ethnicity."

Identical proportions of Whites cited "Made you feel threatened with retaliation if you did not go along with things that were racially/ethnically offensive to you" and "Physically threatened or intimidated you because of your race/ethnicity" (4% for both items).

Figure 4.9 shows Service-related findings for *Threat/Harm-DoD*. The overall percentages for the Air Force (5%) and Coast Guard (5%) were lower than those for the other three Services (10% to 12%).

Across racial/ethnic groups, percentages were typically lower in the Air Force and Coast Guard than in the other Services. The one exception is for Blacks in the Coast Guard; their percentage was as high as the percentages for Blacks in the Army, Navy, and Marine Corps. Two other sets of findings were particularly striking. Although there is a large confidence interval associated with the rate for Native Americans/Alaskan Natives in the Army (25%), this percentage was higher than that for other racial/ethnic groups in the Army (10% to 16%). In the Coast Guard, the percentage for Blacks (16%) was higher than the percentage for any other racial/ethnic group in that Service (4% to 7%).

Figure 4.10 shows that the percentage of officers (4%) who noted a *Threat/Harm-DoD* experience was lower than the percentages for

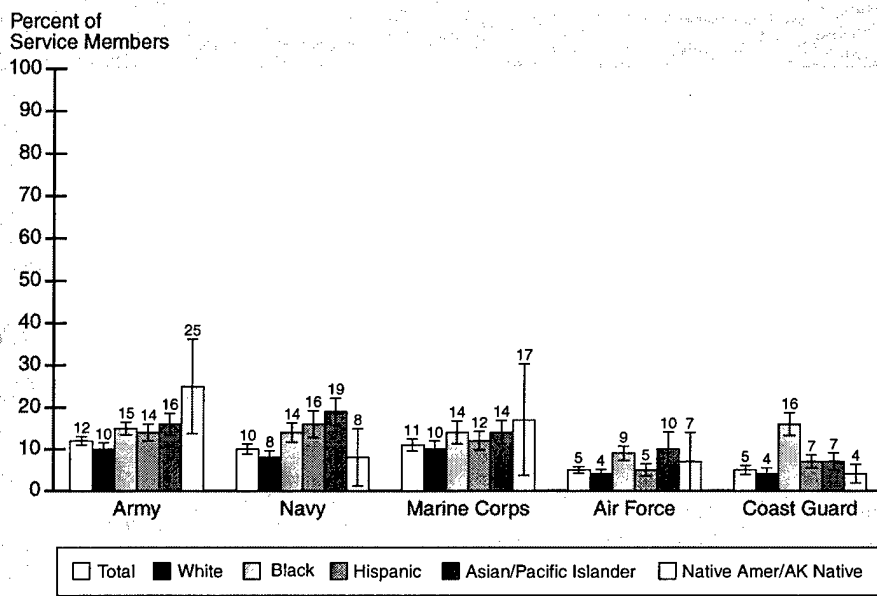


both senior and junior enlisted (9% and 13%, respectively). Among Whites, Blacks, Hispanics, and Asians/Pacific Islanders, the percentage for officers was lower than that for one or both categories of enlisted personnel. Other noticeable findings are the relatively low percentages for Whites in all pay-grade categories (3% to 12%) and the higher percentages for junior enlisted Asians/Pacific Islanders (25%).

**Table 4.3**  
**Members Who Indicated Experiencing Threat/Harm from DoD Personnel**

Types of Incidents Attributed to Service Members/Employees During the 12 Months Prior to the Survey		Racial/Ethnic Group											
		Total		White		Black		Hispanic		Asian/Pacific Islander		Native Amer/AK Native	
		%	CI	%	CI	%	CI	%	CI	%	CI	%	CI
<b>A.2. Threat/Harm-DoD</b>		<b>10</b>	<b>±0.5</b>	<b>8</b>	<b>±0.7</b>	<b>13</b>	<b>±1.0</b>	<b>13</b>	<b>±1.3</b>	<b>16</b>	<b>±1.9</b>	<b>15</b>	<b>±5.3</b>
29al	Made you feel threatened with retaliation if you didn't go along with things that were racially/ethnically offensive to you	6	±0.4	4	±0.5	9	±0.8	8	±1.1	9	±1.5	10	±4.3
29am	Physically threatened or intimidated you because of your race/ethnicity	5	±0.4	4	±0.6	6	±0.8	7	±0.8	10	±1.8	7	±3.9
29ak	Vandalized your property because of your race/ethnicity	3	±0.3	2	±0.4	4	±0.6	4	±0.7	5	±0.9	5	±3.6
29an	Assaulted you physically because of your race/ethnicity	2	±0.3	1	±0.3	2	±0.5	3	±0.6	3	±0.6	2	±1.5

**Figure 4.9**  
**Percent of Racial/Ethnic Group and Service Who**  
**Indicated a Threat/Harm-DoD Incident**



Source: 1996 EOS Q29ak-an

Little difference was detected for either gender or location on *Threat/Harm-DoD*. For both types of analyses, rates of 9% to 11% were obtained for all of the main groups (men and women; Asian, Europe, US, and the three US regions).

#### Assignment/Career

The seven survey items in this factor reflect the targets' perceptions that an aspect of their current assignment or career progression was hampered because of their race/ethnicity. Overall, 8% of members indicated that they had at least one of these experiences because of their race/ethnicity (see Table 4.4). Four percent or fewer respondents experienced any particular *Assignment/Career* item. The percentages for each racial/ethnic group for each *Assignment/Career* item were also relatively low (8% or less).

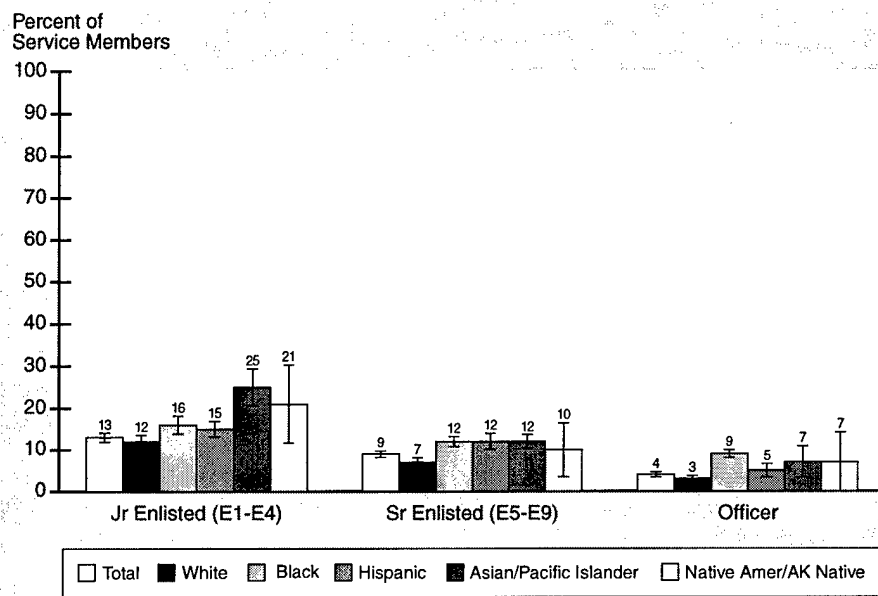
Table 4.4 shows that Whites (4%) were less likely than any other racial/ethnic group (10% to 18%) to believe that they had these experiences. In addition, both Hispanics (13%) and Asians/Pacific Islanders (10%) were less likely than Blacks (18%) to indicate one or more *Assignment/Career* incidents.

Figure 4.11 shows the percentage of members indicating an *Assignment/Career* experience related to their race/ethnicity

was most prevalent in the Army (12% compared to between 5% and 7% in the other Services). The percentage for Whites in the Army (8%) was at least twice that for Whites in any other Service (3% to 4%). Likewise, the 18% for Hispanics in the Army was twice the 9% for Hispanics in the Marine Corps, Air Force, or Coast Guard. The largest difference within a Service was detected between Blacks (23%) and Whites (3%) in the Coast Guard.

In comparisons of paygrade categories, more junior enlisted (10%) indicated having an *Assignment/Career* experience that they attributed to their race/ethnicity than did officers (4%); the percentage for senior enlisted (8%) fell between that of the other two groups (see Figure 4.12). This pattern is evident among Whites. There were, however, no paygrade-related differences among Hispanics and Asians/Pacific Islanders. Among

**Figure 4.10**  
**Percent of Racial/Ethnic Group and Paygrade Category**  
**Who Indicated a Threat/Harm-DoD Incident**



Source: 1996 EOS Q29ak-an

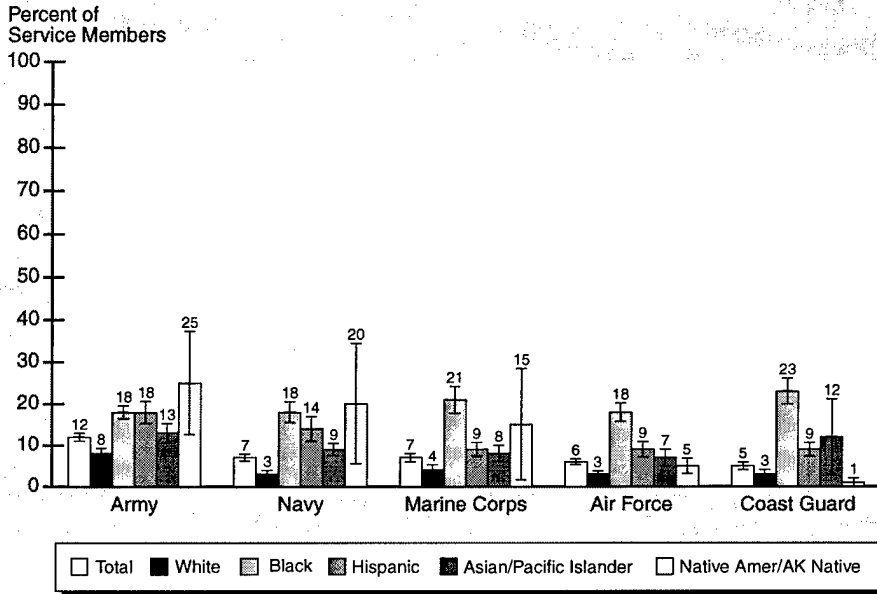
Blacks, officers (26%) were most likely and senior enlisted (16%) were least likely to state that they experienced an *Assignment/Career* incident. In addition, the largest difference within a paygrade category—24 percentage points—was between Black (26%) and White (2%) officers.

Overall, 8% ( $\pm 0.5$ ) of men and 12% ( $\pm 1.4$ ) of women indicated an *Assignment/Career* experience that they felt was related to

**Table 4.4**  
**Members Who Indicated Experiencing an Assignment/Career Incident Due to Race/Ethnicity**

Types of Incidents Experienced During the 12 Months Prior to the Survey		Racial/Ethnic Group											
		Total		White		Black		Hispanic		Asian/ Pacific Islander		Native Amer/AK Native	
		%	CI	%	CI	%	CI	%	CI	%	CI	%	CI
<b>A.3. Assignment/Career</b>		<b>8</b>	<b>±0.5</b>	<b>4</b>	<b>±0.5</b>	<b>18</b>	<b>±1.1</b>	<b>13</b>	<b>±1.4</b>	<b>10</b>	<b>±1.0</b>	<b>17</b>	<b>±6.3</b>
30s	I was excluded by my peers from social activities	4	±0.3	3	±0.4	6	±0.6	5	±0.8	4	±0.8	7	±4.3
30l	I didn't have prof relationship w/ mentor for career development/advancement	3	±0.3	1	±0.3	6	±0.7	5	±0.7	4	±0.7	4	±3.1
30m	I did not learn—until it was too late—of opportunities that would help my career	3	±0.3	1	±0.3	8	±0.8	6	±1.0	3	±0.5	6	±3.7
30n	I was unable to get straight answers about my promotion possibilities	3	±0.3	1	±0.3	7	±0.7	6	±1.2	4	±0.8	5	±2.9
30j	My current assignment is not good for my career if I continue in the military	2	±0.2	1	±0.2	5	±0.6	3	±0.8	2	±0.5	2	±0.8
30k	I didn't receive day-to-day, short-term tasks to prepare me for advancement	2	±0.2	1	±0.3	3	±0.5	2	±0.5	2	±0.4	3	±3.3
30e	My current assignment has not made use of my job skills	1	±0.2	1	±0.3	4	±0.5	2	±0.5	2	±0.5	2	±1.9

**Figure 4.11**  
**Percent of Racial/Ethnic Group and Service Who Indicated**  
**an Assignment/Career Incident Due to Race/Ethnicity**



Source: 1996 EOS Q30e, j-n, s

their race/ethnicity. When compared within racial/ethnic groups, a gender-related difference was detected only among Whites. Proportionately fewer White men ( $4\% \pm 0.5$ ) than White women ( $8\% \pm 2.0$ ) said that race/ethnicity was an issue on *Assignment/Career*. There was no location-related difference either worldwide or within the US.

### Evaluation

Four survey items assessed the belief that race/ethnicity was a factor in others' judgments about the member's performance (e.g., evaluations or awards). The overall percentage of members who felt that race/ethnicity was a factor in any of the four items in this *Evaluation* area was 8%; 5% or less, overall, indicated that race/ethnicity was an issue for any individual item (see Table 4.5).

Table 4.5 shows that Blacks (19%) were more likely than Whites (4%), Native Americans/Alaskan

Natives (8%), Hispanics (13%), and Asians/Pacific Islanders (13%) to indicate they had experienced at least one *Evaluation* incident. The percentage for Whites was also lower than the percentage for Hispanics or Asians/Pacific Islanders.

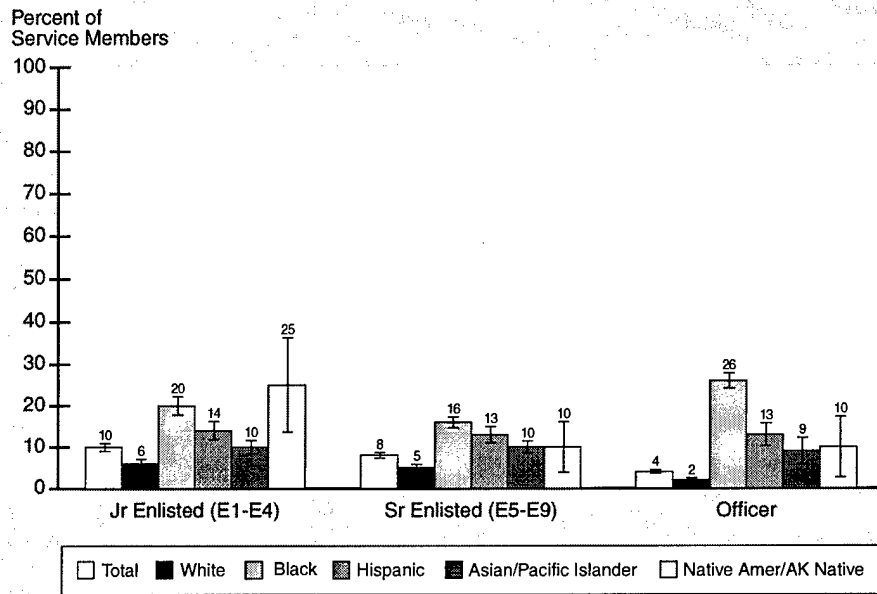
By Service, proportionately fewer Air Force ( $5\% \pm 0.6$ ) and Coast Guard ( $6\% \pm 1.1$ ) members than Army ( $11\% \pm 0.9$ ) personnel indicated experiencing an *Evaluation* incident in the 12 months prior to the survey. The other Service rates

were 7% ( $\pm 1.0$ ) for the Marine Corps and 9% ( $\pm 1.0$ ) for the Navy. Within each Service, Blacks were among those most likely and Whites were least likely to say they had experienced at least one *Evaluation* incident.

Figure 4.13 shows that paygrade category had little relationship to whether or not service members indicated they had experienced at least one *Evaluation* incident during the past year. The overall rates for the paygrade categories were 9% for both enlisted groups and 5% for officers. The most notable finding in Figure 4.13 is that in every paygrade category, more Blacks than other racial/ethnic group members indicated this type of incident.

Location- and gender-related findings varied by only 1 or 2 percentage points. When race/ethnicity was examined within location and gender categories, the most noticeable finding was that percentages for

**Figure 4.12**  
**Percent of Racial/Ethnic Group and Paygrade Category**  
**Who Indicated Experiencing an Assignment/Career**  
**Incident Due to Race/Ethnicity**



Source: 1996 EOS Q30e, j-n, s

Blacks were almost always higher than the percentages for any other group.

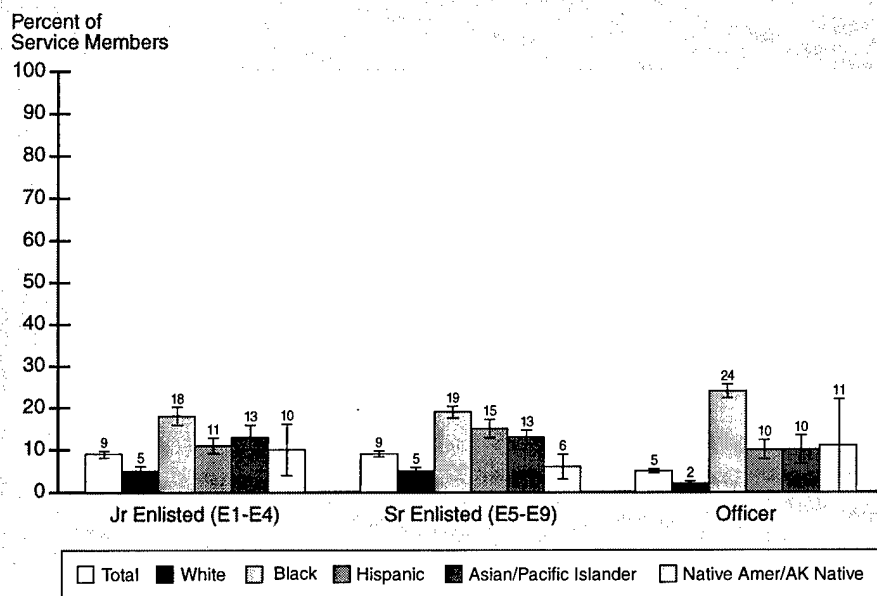
#### Punishment

Two survey items asked members whether or not they had been (a) unjustly taken to non-judicial punishment or court martial and (b) punished when others did the same thing without being punished. Overall, only 4% of members stated that they had experienced one or both of these problems in the 12 months prior to the survey (see Table 4.6). Underlying these findings is the fact that

**Table 4.5**  
**Members Who Indicated Experiencing an Evaluation Incident Due to Race/Ethnicity**

Types of Incidents Experienced During the 12 Months Prior to the Survey	Racial/Ethnic Group											
	Total		White		Black		Hispanic		Asian/Pacific Islander		Native Amer/AK Native	
	%	CI	%	CI	%	CI	%	CI	%	CI	%	CI
<b>A.4. Evaluation</b>	<b>8</b>	<b>±0.5</b>	<b>4</b>	<b>±0.5</b>	<b>19</b>	<b>±1.1</b>	<b>13</b>	<b>±1.3</b>	<b>13</b>	<b>±1.4</b>	<b>8</b>	<b>±3.3</b>
30d I did not get an award or a decoration given to others in similar circumstances	5	±0.4	2	±0.4	11	±0.9	8	±1.1	7	±1.2	5	±2.6
30a I was rated lower than I deserved on my last evaluation	4	±0.3	2	±0.3	9	±0.8	6	±0.8	8	±1.3	4	±2.4
30c I was held to a higher performance standard than others	4	±0.3	2	±0.4	9	±0.8	5	±0.9	4	±0.7	3	±2.0
30b My last evaluation contained unjustified negative comments	2	±0.2	1	±0.2	4	±0.6	3	±0.5	4	±1.1	3	±2.1

**Figure 4.13**  
**Percent of Racial/Ethnic Group and Paygrade Category**  
**Who Indicated Experiencing an Evaluation Incident**  
**Due to Race/Ethnicity**



Source: 1996 EOS Q30a-d

In comparisons of racial/ethnic groups, only Whites (2%) and Blacks (9%) differed by at least 5 percentage points (see Table 4.6). Although there was little variability in rates among the Services (1% to 5%), Figure 4.14 shows that, in every Service, proportionately more Blacks than other racial/ethnic group members indicated they had at least one *Punishment* incident that they attributed to their race/ethnicity.

There were also paygrade-related differences.

proportionately few military members receive non-judicial punishment or are taken to court-martial.

The percentage for junior enlisted personnel (6%) was higher than that for officers (1%), and the rate

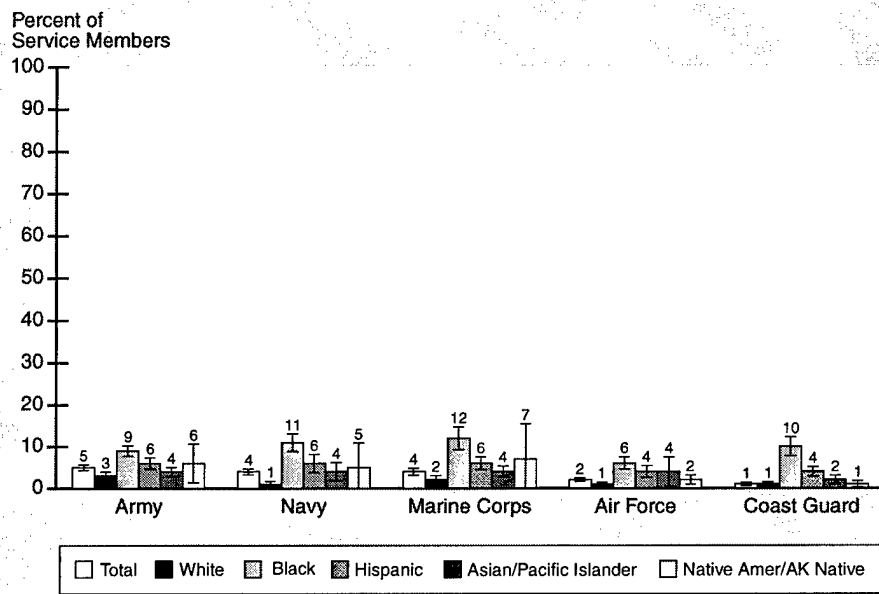
**Table 4.6**  
**Members Who Indicated Experiencing a Punishment**  
**Incident Due to Race/Ethnicity**

Types of Incidents Experienced During the 12 Months Prior to the Survey		Racial/Ethnic Group											
		Total		White		Black		Hispanic		Asian/Pacific Islander		Native Amer/AK Native	
		%	CI	%	CI	%	CI	%	CI	%	CI	%	CI
<b>A.5. Punishment</b>		<b>4</b>	<b>±0.3</b>	<b>2</b>	<b>±0.4</b>	<b>9</b>	<b>±0.9</b>	<b>6</b>	<b>±0.8</b>	<b>4</b>	<b>±1.3</b>	<b>5</b>	<b>±2.6</b>
30w	I was punished for something that others did without being punished	<b>3</b>	<b>±0.3</b>	<b>2</b>	<b>±0.4</b>	<b>8</b>	<b>±0.8</b>	<b>5</b>	<b>±0.8</b>	<b>4</b>	<b>±1.3</b>	<b>5</b>	<b>±2.6</b>
30v	I was taken to nonjudicial punishment or court martial when I shouldn't have	<b>1</b>	<b>±0.2</b>	<b>&lt;1</b>	<b>±0.2</b>	<b>4</b>	<b>±0.6</b>	<b>2</b>	<b>±0.5</b>	<b>1</b>	<b>±0.3</b>	<b>1</b>	<b>±1.3</b>



Figure 4.14

**Percent of Racial/Ethnic Group and Service Who Indicated Experiencing a Punishment Incident Due to Race/Ethnicity**



Source: 1996 EOS Q30v-w

for senior enlisted (3%) was between these values (see Figure 4.15). These findings are partially shaped by the fact that the vast majority of non-judicial punishments and courts-martial are administered to junior enlisted personnel.

In all three paygrade categories, *Punishment* rates were lowest (3% or less) for Whites (see Figure 4.15). Among other racial/ethnic groups, the percentages for junior enlisted were higher than those for senior enlisted or officers. Across paygrade categories, *Punishment* rates ranged from a low of less than 1% for White officers to a high of 15% for Black junior enlisted personnel. This rate for Black junior enlisted (15%) was 5 times the rate for White junior enlisted personnel (3%) and about twice the rates for Hispanics (8%) and Asians/Pacific Islanders (7%).

Perceptions of *Punishment* discrimination did not vary by gender or location. The findings for these two sets of analyses generally reflected the overall race/ethnicity trends mentioned earlier for this factor. That is, the rates for Whites were lowest, and those for Blacks were highest.

#### Training/Test Scores

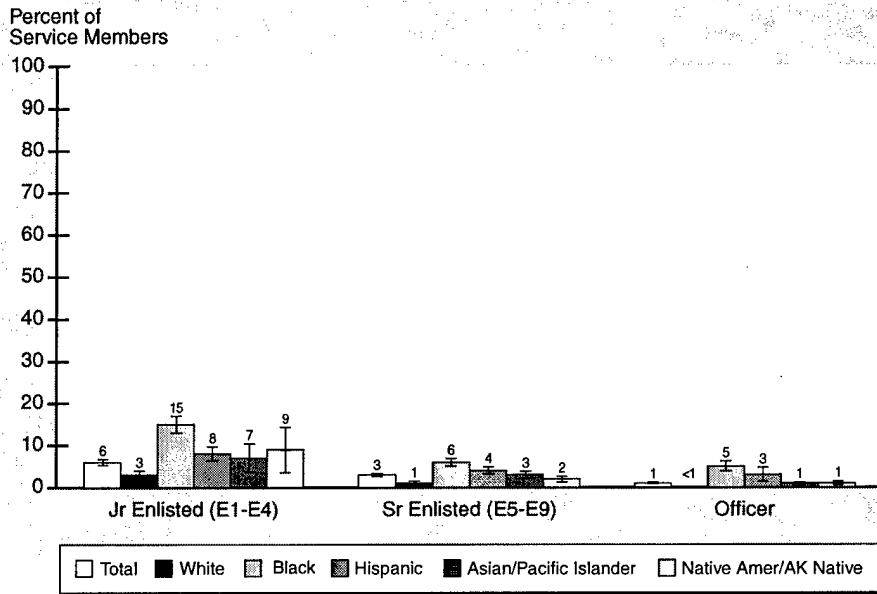
Members' beliefs that their race/ethnicity caused them not to (a) have access to training opportunities or (b) receive the training

grades they deserved was assessed by four items. As shown in Table 4.7, only 3% of active-duty members stated they had these experiences during the 12 months prior to the survey. The percentages ranged from 2% to 6% for the racial/ethnic groups.

The Service percentages ranged from 1% for the Coast Guard to 5% for the Army. Several differences related to paygrade category were found. The percentage for White junior enlisted ( $2\% \pm 0.7$ ) was lower than that for Black junior enlisted ( $8\% \pm 1.5$ ). Likewise, proportionately fewer White officers ( $1\% \pm 0.4$ ) than Black officers ( $7\% \pm 1.1$ ) indicated experiencing a *Training/Test Score* incident in the preceding year.

There were also several location-related differences. In Europe, proportionately fewer Whites ( $2\% \pm 1.1$ ) than Blacks ( $7\% \pm 2.0$ ) or Hispanics

**Figure 4.15**  
**Percent of Racial/Ethnic Group and Paygrade Category**  
**Who Indicated Experiencing a Punishment Incident**  
**Due to Race/Ethnicity**



Source: 1996 EOS Q30v-w

(7%  $\pm$  2.2) perceived a *Training/Test Score* incident. There were also several location-related differences between racial/ethnic groups in the US. In the Northern US, fewer Whites (1%  $\pm$  0.7) than Hispanics (7%  $\pm$  4.4) noted such an incident. Similarly, in the Western US, fewer Whites (1%  $\pm$  0.6) than Blacks (7%  $\pm$  1.9) said that they had a *Training/Test Score* experience. In the South, Native Americans/Alaskan Natives (1%  $\pm$  0.4) were less likely than

**Table 4.7**  
**Members Who Indicated Experiencing a Training/Test Score**  
**Incident Due to Race/Ethnicity**

Types of Incidents Experienced During the 12 Months Prior to the Survey		Racial/Ethnic Group									
		Total		White		Black		Hispanic		Asian/Pacific Islander	
		%	CI	%	CI	%	CI	%	CI	%	CI
<b>A.6. Training/Test Scores</b>		<b>3</b>	<b><math>\pm 0.3</math></b>	<b>2</b>	<b><math>\pm 0.4</math></b>	<b>6</b>	<b><math>\pm 0.7</math></b>	<b>5</b>	<b><math>\pm 0.9</math></b>	<b>4</b>	<b><math>\pm 0.6</math></b>
30g	I did not get short (1-3 days) courses that would provide me with needed skills	2	$\pm 0.2$	1	$\pm 0.3$	3	$\pm 0.5$	2	$\pm 0.7$	2	$\pm 0.4$
30f	I was not able to attend a major school needed for my specialty	1	$\pm 0.2$	1	$\pm 0.2$	3	$\pm 0.5$	2	$\pm 0.4$	2	$\pm 0.4$
30h	I received lower grades than I deserved in my training	1	$\pm 0.2$	<1	$\pm 0.2$	2	$\pm 0.4$	1	$\pm 0.5$	2	$\pm 0.5$
30i	I did not get a job assignment that I wanted because of test scores that I got	1	$\pm 0.1$	<1	$\pm 0.1$	1	$\pm 0.3$	1	$\pm 0.4$	1	$\pm 0.3$

Blacks ( $6\% \pm 1.0$ ) to indicate that they had this type of experience. There was no gender-related difference.

### Member Incident-Community

This category of behavior reflects whether or not a member indicated personally experiencing an incident they attributed to their race or ethnicity involving a civilian in the community around an installation. Overall, 65% of members indicated that they had a *Member Incident-Community* experience in the year preceding the survey (see Table 4.1). Asians/Pacific Islanders (63%) and Whites (64%) were less likely than Blacks (70%) and Native Americans/Alaskan Natives (73%) to say they experienced this type of behavior (see Table 4.1).

*Member Incident-Community* is comprised of two factors: *Offensive Encounters-Community* and *Threat/Harm-Community* (see the highlighted portion of Figure 4.16).

The items used to measure these two factors are comparable to those used to measure *Offensive Encounters-DoD* and *Threat/Harm-DoD*. Members answered these items using response alternatives that ranged from *never* to *often*.

### Offensive Encounters-Community

Ten items assessed whether or not members felt that civilians in the local community engaged in racially/ethnically insensitive behavior that caused the member

discomfort or was insulting. Overall, 65% of members indicated experiencing at least one such incident during the 12 months preceding the survey (see Table 4.8). This rate is similar to the 66% rate for *Offensive Encounters-DoD* (shown earlier in Table 4.2).

Unlike most tables in this report, the items in Table 4.8 are not arranged from the highest to lowest percentage. Instead, the items are arranged according to the ordering found in Table 4.2. This step was taken to help readers who might want to compare item-based percentages for the two contexts: civilian community versus military environment or employee.

Table 4.8 shows the percentage of each racial/ethnic group that indicated at least one offensive encounter with local civilian(s) during the 12 months prior to the survey. Whites (63%)

**Figure 4.16**  
*Member Incident-Community and Its Contributing Factors*

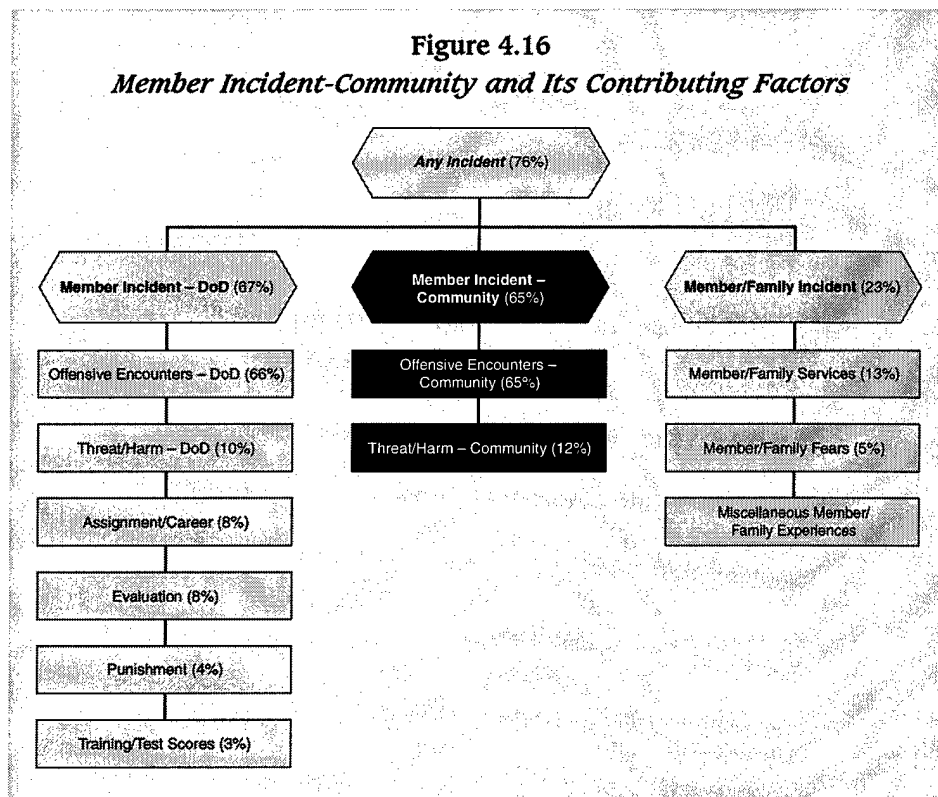


Table 4.8  
*Members Who Indicated Offensive Encounters Attributed  
to Civilians in the Local Community*

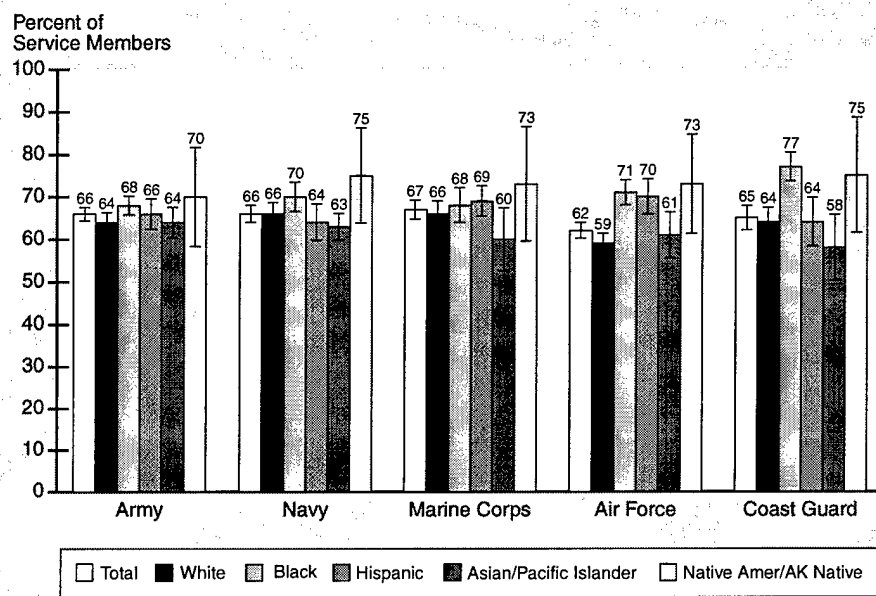
Types of Incidents Attributed to Local Civilians During the 12 Months Prior to the Survey	Racial/Ethnic Group											
	Total		White		Black		Hispanic		Asian/ Pacific Islander		Native Amer/AK Native	
	%	CI	%	CI	%	CI	%	CI	%	CI	%	CI
<b>B.1. Offensive Encounters-Community</b>	<b>65</b>	<b>±0.9</b>	<b>63</b>	<b>±1.3</b>	<b>69</b>	<b>±1.5</b>	<b>67</b>	<b>±2.0</b>	<b>63</b>	<b>±2.1</b>	<b>72</b>	<b>±6.0</b>
29bb Told stories or jokes which were racist/ depicted your race/ethnicity negatively	41	±1.0	42	±1.3	34	±1.5	44	±2.1	40	±2.2	47	±7.7
29ba Made unwelcome attempts to draw you into offensive discussion of race/ethnicity	33	±0.9	34	±1.3	32	±1.5	33	±1.9	33	±2.2	45	±7.8
29bc Were condescending to you because of your race/ethnicity	26	±0.8	21	±1.1	43	±1.6	32	±2.0	35	±2.2	29	±7.6
29bg Made you uncomfortable by hostile looks/stares because your race/ethnicity	36	±0.9	31	±1.3	51	±1.6	39	±2.0	42	±2.3	41	±8.0
29be Displayed tattoos or wore distinctive clothes which were racist	31	±0.9	31	±1.3	33	±1.5	28	±1.9	21	±2.0	44	±8.0
29bj Made other offensive remarks about your race/ethnicity (e.g., offensive name)	22	±0.8	18	±1.1	30	±1.5	29	±1.9	26	±2.0	34	±7.9
29bf Did not include you in social activities because of your race/ethnicity	14	±0.7	12	±0.9	20	±1.3	16	±1.6	14	±1.5	22	±7.9
29bh Made offensive remarks about your appearance (e.g., skin color)	18	±0.8	16	±1.0	24	±1.4	22	±1.7	23	±2.1	24	±7.5
29bd Put up or distributed mat'ls which were racist or showed your R/E negatively	18	±0.8	17	±1.0	25	±1.4	17	±1.7	15	±1.8	24	±6.3
29bi Suggested people of your race/ethnicity not suited for the kind of work you do	8	±0.5	4	±0.6	19	±1.3	16	±1.5	14	±1.6	17	±7.3

and Asians/Pacific Islanders (63%) were less likely than Blacks (69%) and Native Americans/Alaskan Natives (72%) to indicate having this experience.

Figure 4.17 shows that the overall *Offensive Encounters-Community* percentages were approximately the same for each Service (62% to 67%). Within Services, however, there were differences among racial/ethnic groups. In the Air Force and Coast Guard, Whites and Asians/Pacific Islanders had lower rates than did Blacks. In the Navy, Asians/Pacific Islanders had lower rates than did Blacks.

Paygrade also was associated with the likelihood that a member indicated having at least one offensive encounter with a local civilian(s). Relative to officers (59%), a higher percentage of junior enlisted personnel (67%) and senior enlisted personnel (65%) noted an *Offensive Encounters-Community* incident (see Figure 4.18). There were paygrade-related differences within racial/ethnic groups. Among Whites, enlisted personnel (66% of junior enlisted and 64% of senior enlisted) were more likely than officers (58%) to say they had an offensive encounter with a civilian. In contrast, comparable proportions of Blacks in all three paygrade categories (69% to 72%) indicated an *Offensive*

**Figure 4.17**  
**Percent of Racial/Ethnic Group and Service Who Indicated an Offensive Encounters-Community Incident**



Source: 1996 EOS Q29ba-bj

*Encounters-Community* incident. Among Hispanics, the incident rate decreased as paygrade category increased (72% for junior enlisted, 63% for senior enlisted, and 58% for officers). Among Asians/Pacific Islanders, junior enlisted (66%) were more likely than senior enlisted (61%) or officers (60%) to indicate they had an *Offensive Encounters-Community* incident.

Figure 4.18 also shows that there were racial/ethnic differences within paygrade categories. Among junior enlisted, a higher percentage of Hispanics (72%) than Whites (66%) indicated such an experience. Among senior enlisted and officers, Blacks (70% and 72%, respectively) had higher percentages than did Whites, Hispanics, and Asians/Pacific Islanders (58% to 64%).

Overall, more men ( $66\% \pm 1.0$ ) than women ( $59\% \pm 2.5$ ) indicated having at least one *Offensive Encounters-Community* incident. This same pattern was found for Blacks and Whites when the rates for men and women were compared.

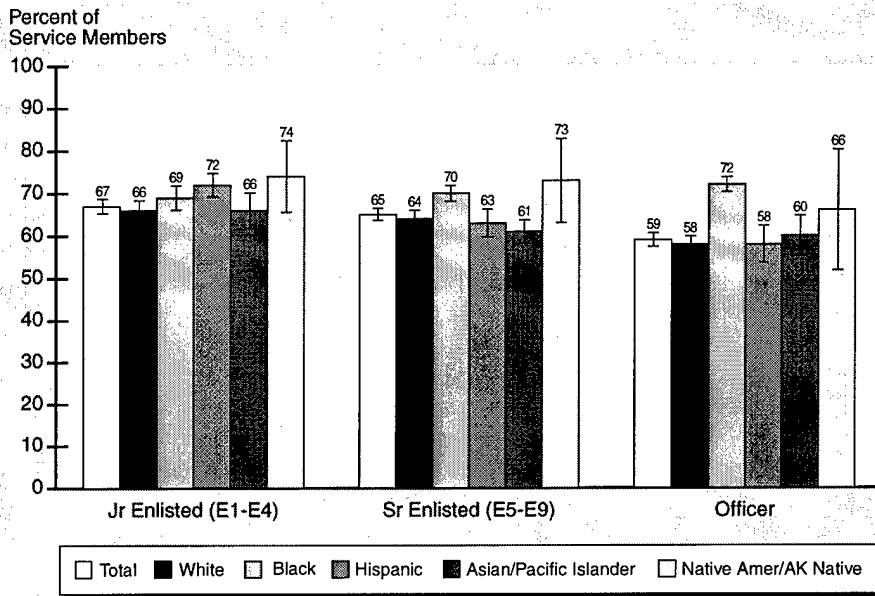
The overall percentage for members in Europe ( $57\% \pm 2.5$ ) was lower than the overall percentage for members in either the US ( $66\% \pm 1.1$ ) or Asia ( $64\% \pm 2.8$ ). There was also a regional difference within the US. Speci-

fically, the  $62\% (\pm 3.0)$  rate for the Northern US was less than the  $67\% (\pm 1.5)$  rate for the Southern US. The Western US percentage was  $65\% (\pm 1.9)$ . Figure 4.19 shows the incidence of *Offensive Encounters-Community* for each racial/ethnic group in each geographic location. Proportionately fewer Whites in Europe (54%) than Whites in other locations (59% to 66%) indicated experiencing this type of incident. The percentage for Asians/Pacific Islanders in Asia (56%) was lower than those for Asians/Pacific Islanders in the Northern or Southern US (73% and 66%, respectively).

#### Threat/Harm-Community

Four items asked members whether they perceived instances of threats, vandalism, and assault that were (a) caused by civilians from the local community and

**Figure 4.18**  
**Percent of Racial/Ethnic Group and Paygrade Category Who**  
**Indicated an Offensive Encounters-Community Incident**



Source: 1996 EOS Q29ba-bj

(b) related to their race/ethnicity. The overall percentage for the *Threat/Harm-Community* factor was 12% (see Table 4.9); this compares to the 10% for *Threat/Harm-DoD* (see Table 4.3). Comparing the percentages for the racial/ethnic groups revealed that four of the five groups had *Threat/Harm-Community* rates between 12% and 14% (see Table 4.9). The larger percentage for Native Americans/Alaskan Natives (19%) was accompanied by much less precision ( $\pm 6.7$ ) than the other percentages.

When the Services were compared, a difference of at least 5 percentage points was detected between the Air Force ( $9\% \pm 1.1$ ) and the Marine Corps ( $14\% \pm 1.8$ ). The percentages for the other Services were 13% for both Army ( $\pm 1.2$ ) and Navy ( $\pm 1.5$ ) and

11% ( $\pm 1.9$ ) for the Coast Guard. Within the Coast Guard, Blacks ( $18\% \pm 3.2$ ) were more likely than Native Americans/Alaskan Natives ( $3\% \pm 1.7$ ), Asians/Pacific Islanders ( $8\% \pm 2.5$ ), and Whites ( $11\% \pm 2.2$ ) to indicate they had experienced a *Threat/Harm-Community* incident during the prior 12 months.

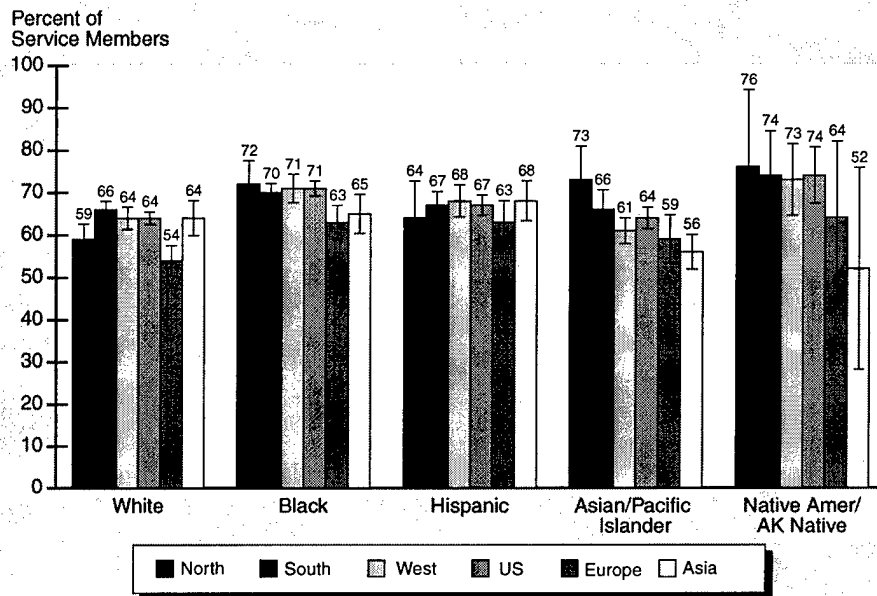
The overall rate for junior enlisted ( $15\% \pm 1.3$ ) was highest, followed by those for senior

enlisted ( $11\% \pm 1.0$ ) and officers ( $8\% \pm 0.9$ ). This pattern for junior enlisted, senior enlisted, and officers is evident among Whites ( $15\% \pm 1.9$ ,  $11\% \pm 1.4$ , and  $7\% \pm 1.0$ , respectively), Hispanics ( $16\% \pm 2.4$ ,  $11\% \pm 1.6$ , and  $6\% \pm 2.2$ ), and Asians/Pacific Islanders ( $19\% \pm 4.2$ ,  $12\% \pm 1.8$ , and  $7\% \pm 3.2$ ). In contrast, among Blacks, the differences between the paygrade categories ( $15\% \pm 2.2$ ,  $12\% \pm 1.5$ , and  $10\% \pm 1.5$ ) were not as large.

Overall, men ( $13\% \pm 0.7$ ) were more likely than women ( $7\% \pm 1.3$ ) to indicate they had experienced a *Threat/Harm-Community* incident. Figure 4.20 shows that gender-related differences were present for Whites, Blacks, and Hispanics. In each case, the percentage for men was higher than that for women.

Figure 4.19

*Percent of Racial/Ethnic Group in Each Location Who Indicated an Offensive Encounters-Community Incident*



Source: 1996 EOS Q29ba-bj

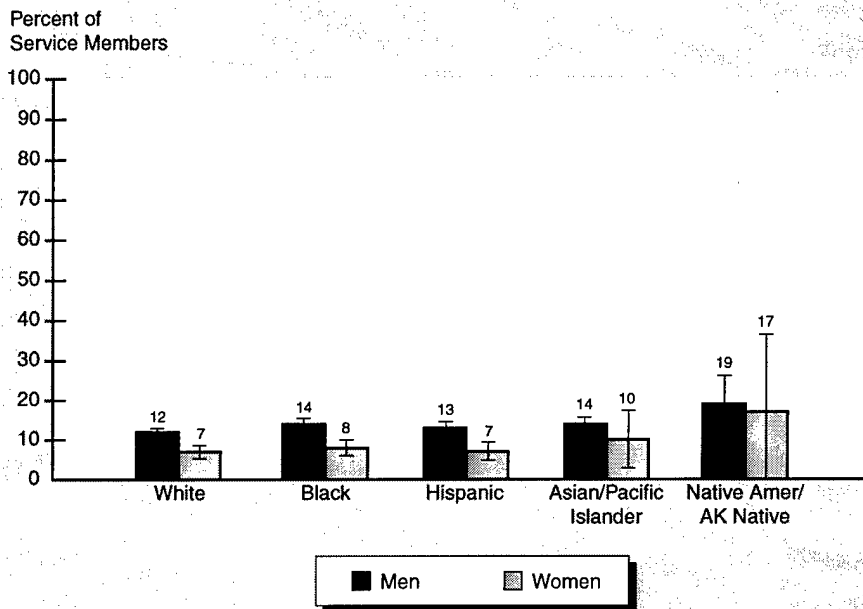
Location had little relationship to whether or not members indicated they had experienced at least one incident of *Threat/Harm* from a civilian community member in the 12 months prior to the survey. Members were as likely to indicate that they had experienced such an incident in Asia ( $11\% \pm 1.9$ ) or Europe ( $11\% \pm 1.6$ ) as in the US ( $12\% \pm 0.8$ ). Similarly, location within the US was unrelated to whether or not a member indicated a

Table 4.9

*Members Who Indicated Experiencing Threat/Harm from Civilians in the Local Community*

Types of Incidents Attributed to Local Civilians During the 12 Months Prior to the Survey	Racial/Ethnic Group									
	Total		White		Black		Hispanic		Asian/Pacific Islander	
	%	CI	%	CI	%	CI	%	CI	%	CI
<b>B.2. Threat/Harm-Community</b>	<b>12</b>	<b><math>\pm 0.7</math></b>	<b>12</b>	<b><math>\pm 0.9</math></b>	<b>13</b>	<b><math>\pm 1.2</math></b>	<b>13</b>	<b><math>\pm 1.4</math></b>	<b>14</b>	<b><math>\pm 1.8</math></b>
29bl Made you fear retaliation if you didn't go w/ racist/ethnically offensive things	5	$\pm 0.4$	4	$\pm 0.6$	5	$\pm 0.8$	6	$\pm 1.0$	7	$\pm 1.3$
29bm Physically threatened or intimidated you because of your race/ethnicity	8	$\pm 0.6$	9	$\pm 0.8$	7	$\pm 0.9$	7	$\pm 1.0$	9	$\pm 1.7$
29bk Vandalized your property because of your race/ethnicity	4	$\pm 0.4$	4	$\pm 0.5$	6	$\pm 0.8$	5	$\pm 1.0$	7	$\pm 1.7$
29bn Assaulted you physically because of your race/ethnicity	3	$\pm 0.3$	2	$\pm 0.5$	3	$\pm 0.6$	4	$\pm 0.8$	4	$\pm 1.2$

**Figure 4.20**  
**Percent of Gender and Racial/Ethnic Group Who**  
**Indicated a Threat/Harm-Community Incident**



Source: 1996 EOS Q29bk-bn

*Threat/Harm-Community* experience. In general, members in the racial/ethnic groups were as likely to indicate an experience in the North ( $10\% \pm 1.9$ ) as they were in the South ( $12\% \pm 1.0$ ) or West ( $13\% \pm 1.4$ ). There was one difference between racial/ethnic groups in the Northern US; Native Americans/Alaskan Natives ( $5\% \pm 3.4$ ) were less likely than Hispanics ( $12\% \pm 4.0$ ), Blacks ( $14\% \pm 4.5$ ), and Asians/Pacific Islanders ( $24\% \pm 14.6$ ) to indicate experiencing a *Threat/Harm-Community* incident.

### Member/Family Incident

This section examines whether or not members indicated that either they or their family had an incident in which they felt their race/ethnicity was a factor (see the highlighted portion of Figure 4.21). These incidents could have been

caused by either local civilians or military-connected offenders. The incidents included insensitive behavior, harassment, poor or inadequate support services, fear, and one or more other miscellaneous experiences. Except where noted, it is impossible to distinguish whether the military person or a family member experienced the incident.

The first part of this section provides findings on the marital status of the population in order

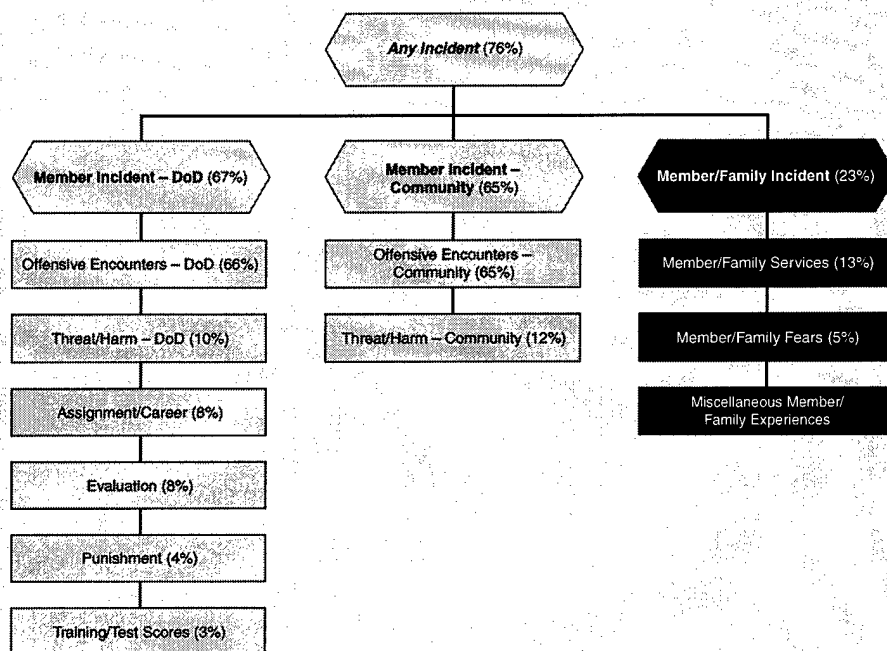
to establish a context for understanding subsequent findings. The second subsection presents findings for the *Member/Family Incident* summary indicator. In the third subsection, findings for the factor with the highest prevalence rate, *Member/Family Services*, are reviewed. The final subsection presents findings for *Member/Family Fears* and *Miscellaneous Member/Family Experiences*.

### Marital Status of the Population

Before presenting findings, it is important to note artifacts that could be influencing the results reported in this section. Earlier in this chapter, the influence of underlying compositional differences (i.e., a Service's minority representation or paygrade distribution) was noted. In addition to compositional differences, *Member/Family Incident* findings could be influenced by differences in the percentage of



**Figure 4.21**  
**Member/Family Incident and Its Contributing Factors**



Whites and Hispanics, and 72% of Asians/Pacific Islanders had families.

#### Member/Family Incident: Summary Indicator Findings

Table 4.10 shows that 23% of members indicated that they experienced at least one *Member/Family Incident* in the 12 months prior to completing the survey. Whites (18%) were least likely and Blacks (37%) most likely to say they had at least one *Member/Family Incident*.

members who have families. All other things being equal, groups with proportionately more family members would have more potential targets for member/family insensitivity, harassment, or discrimination—which could contribute to higher rates.

In EOS Questions 12 and 14, military personnel indicated how many family members they had and whether or not the military member was married at any time in the 12 months prior to the survey. Overall, almost three quarters (74%) of all members indicated that they had families (as defined by having dependents or being married at any time in the past year). Fewer personnel in the Marines (61%) than in other Services (79% of Army, 76% of Air Force, 74% of Coast Guard, and 73% of Navy) had families as defined above. When examined by racial/ethnic group, 79% of Blacks, 74% of Native Americans/Alaskan Natives, 73% of

Service-related differences are displayed in Figure 4.22. Overall, the Coast Guard (17%) was 10 percentage points lower than the Army (27%). The Air Force (20%), Navy (22%), and Marine Corps (23%) were between the Coast Guard and Army. Within every Service, Whites were less likely to indicate a *Member/Family Incident* than were either Blacks or Hispanics. The percentage for Blacks in the Coast Guard (45%) was among the highest of all racial/ethnic groups in any Service.

Figure 4.23 shows that the percentages for both junior and senior enlisted personnel (24% and 25%, respectively) were higher than that for officers (16%). This pattern is also evident for Whites and Hispanics. Among Blacks, officers (39%) were as likely as enlisted personnel (37% for both enlisted categories) to indicate that they

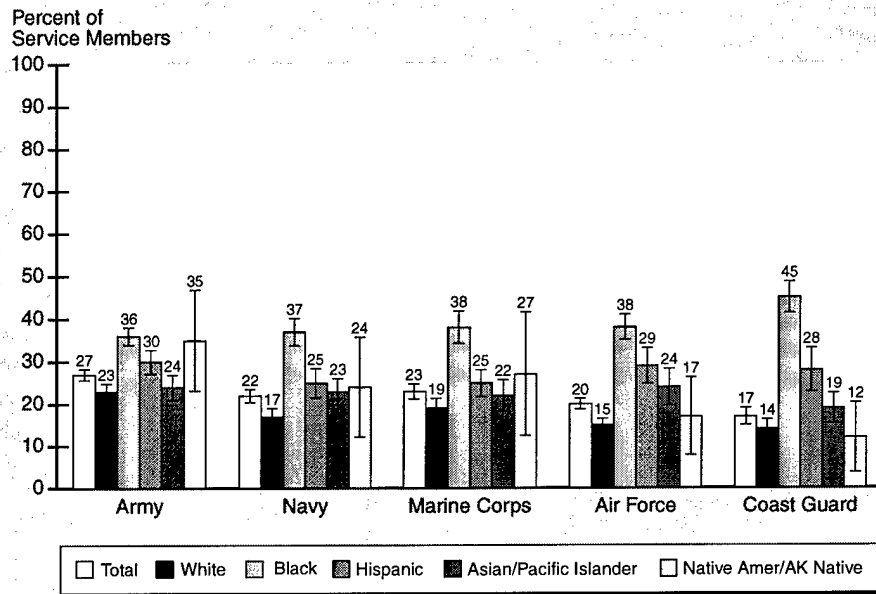
**Table 4.10**  
**Members Who Indicated that They/Their Families Experienced Racial/Ethnic**  
**Insensitivity, Harassment, or Discrimination**

Types of Incidents Occurring to the Member or Member's Family During the 12 Months Prior to the Survey		Racial/Ethnic Group											
		Total		White		Black		Hispanic		Asian/ Pacific Islander		Native Amer/AK Native	
		%	CI	%	CI	%	CI	%	CI	%	CI	%	CI
<b>C. Member/Family Incident</b>		<b>23</b>	<b>±0.7</b>	<b>18</b>	<b>±1.0</b>	<b>37</b>	<b>±1.4</b>	<b>28</b>	<b>±1.7</b>	<b>23</b>	<b>±1.9</b>	<b>26</b>	<b>±6.2</b>
<b>C.1. Member/Family Services</b>		<b>13</b>	<b>±0.5</b>	<b>8</b>	<b>±0.7</b>	<b>30</b>	<b>±1.3</b>	<b>18</b>	<b>±1.4</b>	<b>14</b>	<b>±1.6</b>	<b>16</b>	<b>±5.3</b>
30p	I or my family was made to feel unwelcome by a local business (e.g., a store)	9	±0.5	5	±0.5	21	±1.2	12	±1.2	9	±1.5	13	±5.1
30r	I or my family got poor military support service (e.g., clubs) than others did	3	±0.3	3	±0.4	4	±0.5	3	±0.6	3	±1.0	2	±1.7
30t	Local civilian police harassed me or my family without cause	3	±0.2	1	±0.3	9	±0.8	5	±0.7	3	±0.6	3	±1.9
30o	I or my family was discriminated against when seeking non-government housing	2	±0.2	1	±0.2	5	±0.6	2	±0.5	2	±0.5	2	±1.4
30u	I or my family were watched more closely than others were by armed forces police	2	±0.2	1	±0.2	8	±0.8	4	±0.7	2	±0.5	2	±1.4
30q	I or my family did not get appropriate medical care	1	±0.2	1	±0.2	3	±0.5	2	±0.4	1	±0.4	2	±2.1
<b>C.2. Member/Family Fears</b>		<b>5</b>	<b>±0.4</b>	<b>5</b>	<b>±0.6</b>	<b>2</b>	<b>±0.4</b>	<b>3</b>	<b>±0.7</b>	<b>3</b>	<b>±0.6</b>	<b>6</b>	<b>±3.9</b>
30x	I was afraid for me or my family to go off installation because of gang activity	3	±0.4	4	±0.5	1	±0.3	2	±0.5	2	±0.6	4	±2.8
30y	I was afraid for me or my family to go off installation because of other reasons	2	±0.3	2	±0.4	2	±0.4	1	±0.4	2	±0.5	3	±1.9
30z	I was afraid for me or my family because gang activity on the installation	2	±0.3	2	±0.4	1	±0.2	1	±0.4	1	±0.3	3	±2.7
<b>C.3. Miscellaneous Member/Family Experiences</b>													
29bo	Civilians bothered/hurt any your family in any ways because of your R/E	9	±0.5	8	±0.7	10	±1.0	9	±1.2	10	±1.7	12	±4.7
31	I or my family had other bad racial/ethnic experiences	7	±0.5	6	±0.6	10	±0.9	8	±1.0	7	±1.2	11	±4.2
29ao	DoD person bothered/hurt any of your family in any ways because of your R/E	4	±0.4	4	±0.5	5	±0.6	5	±0.8	6	±1.1	6	±3.3

had experienced a *Member/Family Incident*. There were also racial/ethnic differences within paygrade categories, the largest of which occurred between White and Native American/Alaskan Native officers (14% versus 41%, respectively).

Also, in each of the three paygrade categories, the percentage of Blacks who said that they had at least one *Member/Family Incident* during the 12 months prior to the survey was around twice that of Whites.

**Figure 4.22**  
*Percent of Racial/Ethnic Group and Service Who Indicated a Member/Family Incident*



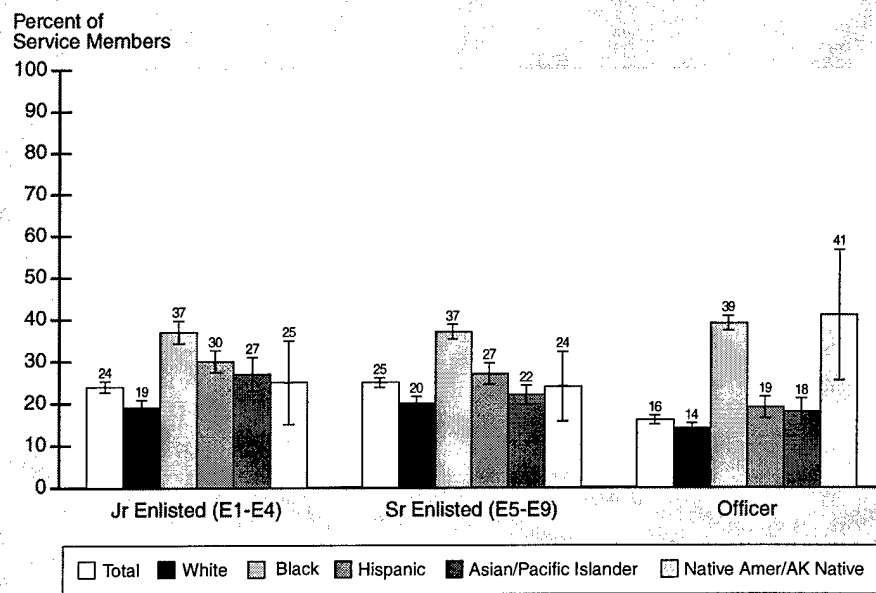
Source: 1996 EOS Q29ao, bo, Q30o-r, t, u, x-z, Q31

The percentage for US-stationed personnel for *Member/Family Incident* (22%) was lower than that for members in Asia (29%). Likewise, differences were detected between US-stationed members in the North (18%) and those in the South (23%). The only discernible pattern was that in every region, the percentage of Blacks who indicated at least one incident was highest.

The *Member/Family Incident* rate for both men and women was 23%. Within each racial/ethnic group, the percentage for men was comparable to that for women.

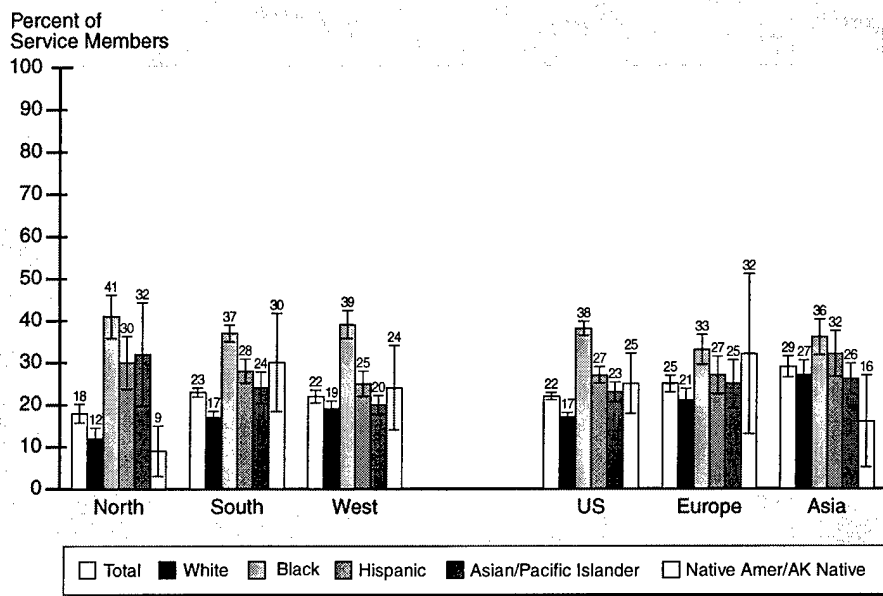
Location-related differences were present. Figure 4.24 provides a complete picture of how percentages varied when incidents were examined for each racial/ethnic group in each location.

**Figure 4.23**  
*Percent of Racial/Ethnic Group and Paygrade Category Who Indicated a Member/Family Incident*



Source: 1996 EOS Q29ao, bo, Q30o-r, t, u, x-z, Q31

**Figure 4.24**  
**Percent of Racial/Ethnic Group in Each Location**  
**Who Indicated a Member/Family Incident**



Source: 1996 EOS Q29ao, bo, Q30o-r, t, u, x-z, Q31

### Member/Family Services

This category was assessed with six items reflecting whether members believed that they or their family were treated differently (from others) by local businesses, by civilian or Armed Forces police, or by military medical or support services because of their race/ethnicity. The overall rate for this factor was 13% (see Table 4.10 shown earlier). The *Member/Family Services* item with the highest percentage for every racial/ethnic group was "I or my family was made to feel unwelcome by a local business (for example, a store or restaurant)." Nine percent of members answered *Yes*, and *my race/ethnicity was a factor* to this item. Almost all of the overall and race/ethnicity-related percentages for the other five items were 5% or less.

The percentages for *Member/Family Services* varied across racial/ethnic groups. Whites (8%) were lower and Blacks (30%) were higher than

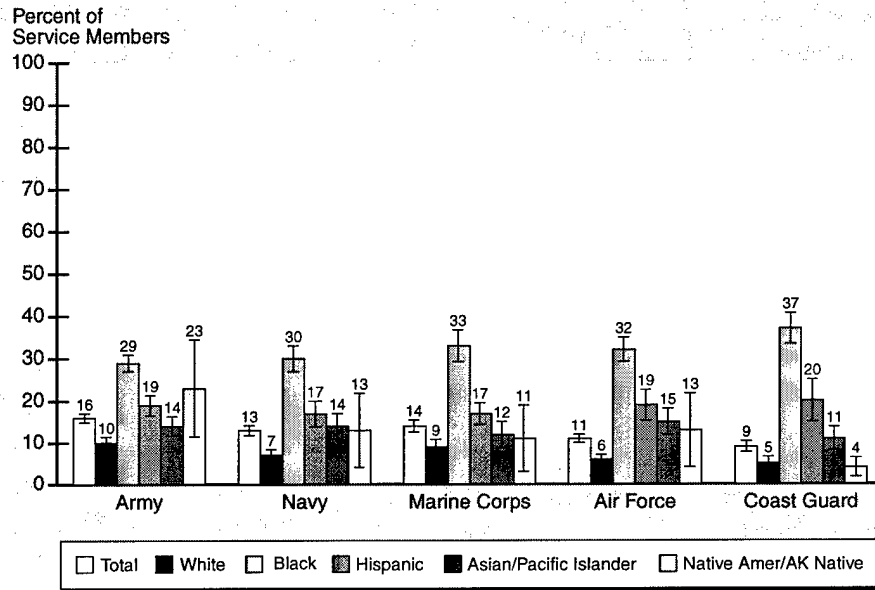
were Hispanics (18%), Native Americans/Alaskan Natives (16%), and Asians/Pacific Islanders (14%).

Figure 4.25 shows a complex pattern of Service-related differences. Overall, Coast Guard (9%) and Air Force (11%) personnel were less likely to indicate a *Member/Family Services* incident than were Army personnel (16%). Coast Guard personnel were also less likely than Marines (14%) to indicate this type

of incident. The largest within-Service difference was between Whites and Blacks in the Coast Guard (5% and 37%, respectively). In addition to this within-Service difference, there were race/ethnicity-related differences across Services. For example, the percentage for Whites in the Coast Guard (5%) was half that for Whites in the Army (10%). In contrast, Blacks in the Coast Guard (37%) had a higher percentage than Blacks in the Army (29%).

As was reported for many of the other factors and summary indicators, officers (7%) were less likely than junior (15%) or senior (15%) enlisted personnel to respond that they had an experience (see Figure 4.26). Although this pattern is evident among Whites, Hispanics, and Asians/Pacific Islanders, Black officers were as likely as Black enlisted personnel to indicate having a *Member/Family Services* incident. The biggest race/

**Figure 4.25**  
*Percent of Racial/Ethnic Group and Service Who Indicated a Member/Family Services Incident*



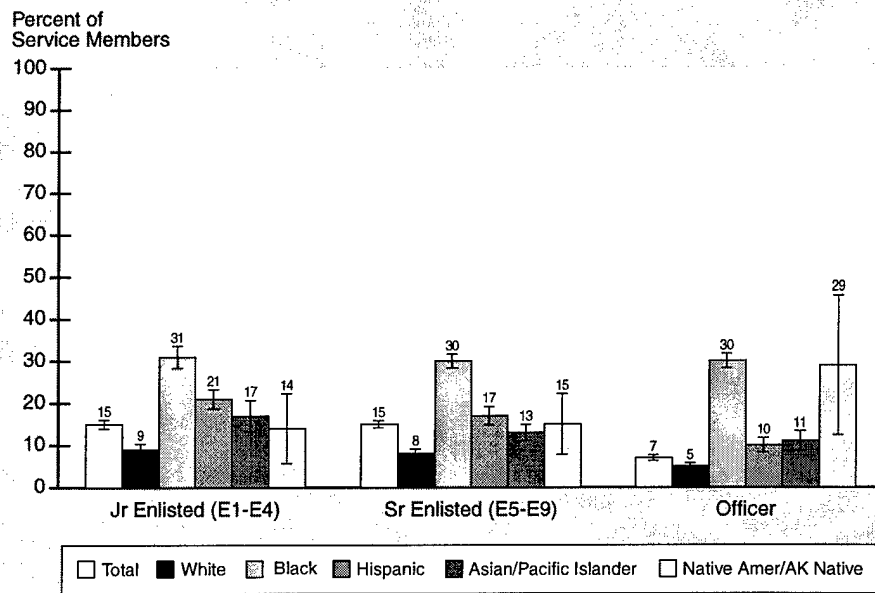
Source: 1996 EOS Q300-r, t, u

in the percentages for personnel in US regions. Figure 4.27 provides the percentage for each racial/ethnic group in each region. In most locations, Whites were less likely and Blacks were more likely to indicate a *Member/Family Services* incident. In locations other than Asia, Whites were also less likely than Hispanics to indicate that they or their family experienced an incident.

ethnicity-related difference within each paygrade category was between Blacks and Whites.

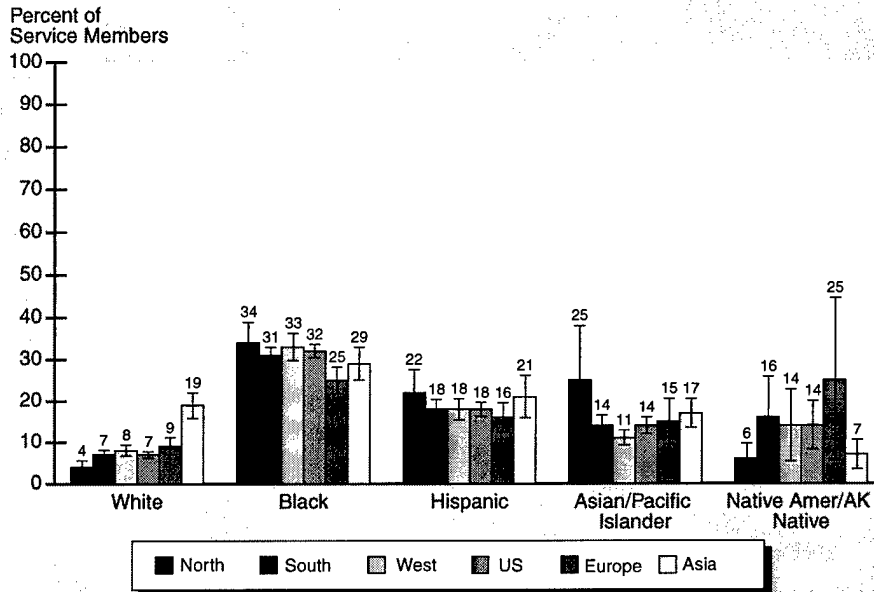
In the location-related comparisons, personnel in the US ( $13\% \pm 0.6$ ) and Europe ( $14\% \pm 1.6$ ) were less likely than members stationed in Asia ( $21\% \pm 2.2$ ) to indicate that they had experienced at least one *Member/Family Services* incident. There was little variation

**Figure 4.26**  
*Percent of Racial/Ethnic Group and Paygrade Category Who Indicated a Member/Family Services Incident*



Source: 1996 EOS Q300-r, t, u

**Figure 4.27**  
**Percent of Racial/Ethnic Group in Each Location Who Indicated a Member/Family Services Incident**



Source: 1996 EOS Q300-r, t, u

to go off the installation because of gang activity") are among the few instances in which proportionately more Whites than members of minority racial/ethnic groups noted problems related to their race/ethnicity.

#### Miscellaneous Member/Family Experiences

This category included three items, two of which represent whether members or their family were bothered or hurt because of their race/ethnicity. The

#### Member/Family Fears

The rates for *Member/Family Fears* were relatively low. Six percent or less of members from any racial/ethnic group indicated that they had experienced such incidents. Given the low percentages, only remarks on differences between racial/ethnic groups are provided. All of the race/ethnicity-related findings were provided earlier in Table 4.10.

*Member/Family Fears* was assessed by three items which asked whether members or their family feared gang activity or other problems on or off the installation. Table 4.10 shows that 5% of military personnel had this concern. Whites (5%) had a marginally higher percentage than Blacks (2%), Hispanics (3%), or Asians/Pacific Islanders (3%). This factor and one of its items (Item 30x - "I was afraid for me or may family

other item provided members the opportunity to indicate whether they or their family had experienced any type of insensitivity, harassment, or discrimination not previously covered in the questionnaire. Only overall findings and racial/ethnic group differences are provided for these items because of the relatively low percentages for each racial/ethnic group (12% or less as shown in Table 4.10) and because of the inability to determine whether the military person or a family member had the experience.

Unlike other findings, results for Items 29ao and 29bo are for families only. Item 29ao asked whether or not a family member experienced an incident related to race/ethnicity in which a DoD member or employee was the source. Overall, 4% indicated such an experience, with the percentages for the racial/ethnic groups ranging from 4% to 6%

(see Table 4.10). Item 29bo asked whether or not civilian(s) from the local community bothered or hurt a member's family because of their race/ethnicity. Overall, 9% indicated such an experience (see Table 4.10). Except for the 12% rate for Native Americans/Alaskan Natives (who also had a relatively large confidence interval), Table 4.10 shows that the percentages for the other four racial/ethnic groups were within 2 percentage points of one another.

In Question 31, members indicated whether or not they or their family had experienced a bad racial/ethnic experience not identified in previous items. This question did not ask whether the experience involved DoD-related personnel or local civilians. Table 4.10 shows that 7% responded that they had such an experience, and the percentages for the racial/ethnic groups ranged from 6% to 11%.

### Responsibility for Incidents

In Question 32, members indicating they had any of the experiences in Questions 29 and 30 because of their race or ethnicity were asked, "Do you think that DoD and your Service have a responsibility to prevent the racial/ethnic harassment or discrimination which you marked in Questions 29, 30, and/ or 31?" Members were to mark one of four response alternatives: *No*; *Yes, some of it*; *Yes, all of it*; or

*Doesn't apply—I did not mark anything in Questions 29, 30, and 31 that happened to me or my family because of race/ethnicity.*

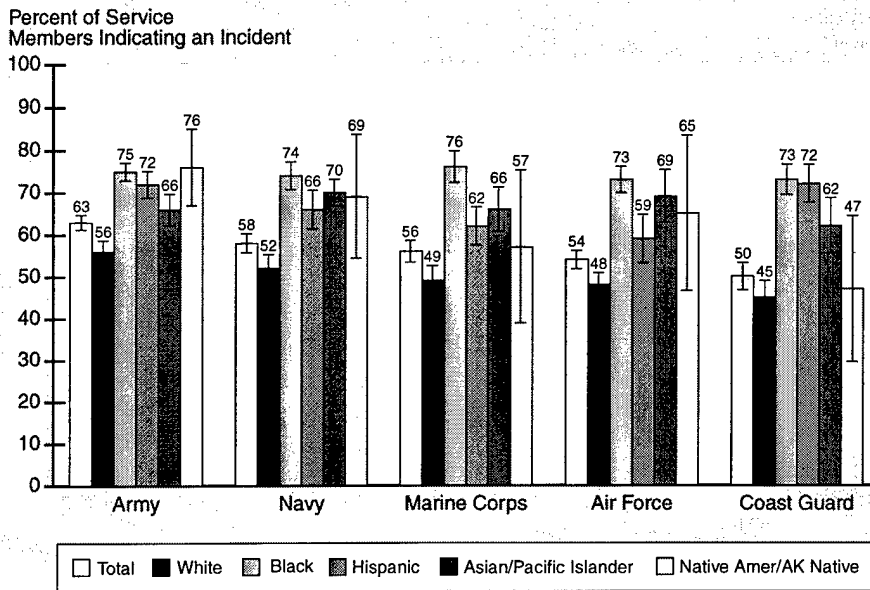
Table 4.11 shows that 58% of members who noted that they had experienced an incident held DoD and their Service responsible for preventing some or all of it. Eleven percent of members who said they experienced an incident did not hold DoD and their Service responsible for its prevention. A considerable portion of members (30%) who indicated that they had at least one experience responded inconsistently by failing to answer Question 32 or by marking *Doesn't apply—I did not mark anything in Questions 29, 30, and 31 that happened to me or my family because of race/ethnicity.*

Analyses were conducted on the 8,098 respondents who responded inconsistently in Question 32. The analyses revealed that most of these inconsistent respondents said they experienced solely the less egregious types of incidents. That is, most of these inconsistent respondents marked one or more of the items included in *Offensive Encounters-DoD* (79%) or *Offensive Encounters-Community* (78%); few marked one or more of the items included in *Threat/Harm-DoD* (3%) or *Threat/Harm-Community* (5%). In addition, less than 4% of the

**Table 4.11**  
*Responsibility for Incidents of Racial/Ethnic Harassment/Discrimination*

Responsibility for Incidents of Harassment or Discrimination		Racial/Ethnic Group													
		Total				White		Black		Hispanic		Asian/ Pacific Islander		Native Amer/AK Native	
		%	CI	%	CI	%	CI	%	CI	%	CI	%	CI		
Q32	DoD responsible for some or all	58	±1.0	52	±1.5	74	±1.4	67	±2.1	68	±2.2	68	±6.9		
	Unknown assessment of responsibility	30	±1.0	36	±1.4	17	±1.2	22	±2.0	21	±1.9	23	±6.0		
	DoD not responsible	11	±0.7	12	±1.0	9	±0.9	11	±1.4	11	±1.2	9	±3.9		

**Figure 4.28**  
**Percent of Racial/Ethnic Group and Service Who**  
**Indicated an Incident and Held DoD Responsible**  
**for Some/All of Its Prevention**



Source: 1996 EOS Q32  
 (inc 32a)

inconsistent respondents indicated experiencing incidents measured by the items in Question 30.

Additional analyses revealed important differences between racial/ethnic groups, Services, paygrade categories, and locations. Whites (52%) were least likely and Blacks (74%) were among those most likely to hold DoD and their Service responsible for preventing at least some of what they indicated experiencing in the 12 months prior to the survey (although there was little difference with respect to relieving DoD of any responsibility, see Table 4.11).

Figure 4.28 shows the Service-related differences. Of those who had indicated at least one incident, members of the Coast Guard (50%) were among those least likely to hold DoD and

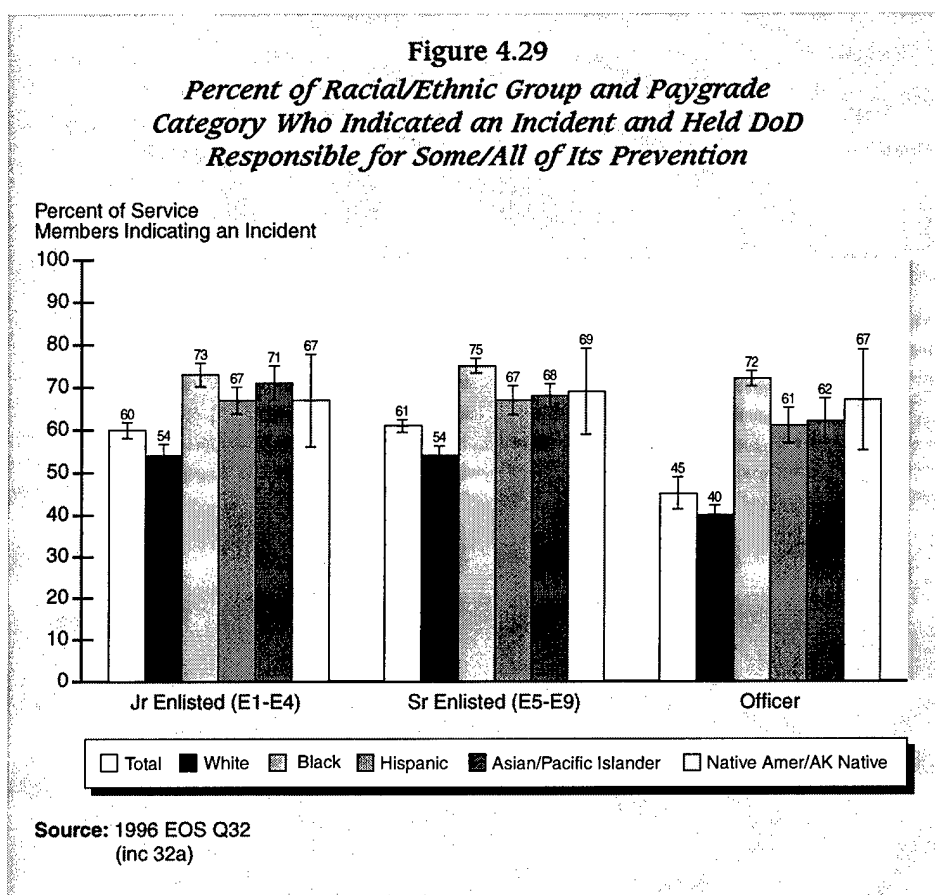
their Service responsible for prevention. This could be a wording issue for some Coast Guard members because the Coast Guard is part of the Department of Transportation. Of DoD members who had indicated at least one incident, members of the Army were most likely to hold DoD and their Service responsible (63%), followed by members of the Navy (58%), Marine Corps (56%), and Air Force (54%).

There were also paygrade-related differences. Proportionately fewer officers (45%) than junior or senior

enlisted personnel (60% and 61%, respectively) held DoD and their Services responsible for at least some of the experiences they indicated (see Figure 4.29). Among Whites, this difference between officers (40%) and enlisted personnel (54% for both categories) was very pronounced. Black officers (72%) were, however, as likely as Black junior enlisted (73%) or senior enlisted (75%) to hold DoD and their Service responsible. The greatest racial/ethnic group difference in any paygrade category was between White (40%) and Black (72%) officers.

In addition to the race/ethnicity-, Service-, and paygrade-related differences, there were location-related differences with regard to whether members held DoD and their Service responsible





for preventing the harassment or discrimination that they had marked. The overall percentage for the US ( $58\% \pm 1.2$ ) was lower than that for Asia ( $64\% \pm 3.1$ ). The percentage for Europe was  $60\% (\pm 2.7)$ . There was no gender difference.

## CHAPTER 5: THE MOST BOTHERSOME SITUATION— DESCRIPTION OF THE EXPERIENCE

In Questions 29 through 31, members indicated whether or not they had experienced any of 57 incidents during the preceding 12 months in which they believed their race/ethnicity was a factor. Members who said they had experienced at least one such incident were asked (in Question 33) to identify all the events which were part of the situation that they found *most* bothersome.<sup>19</sup> Subsequent survey questions elicited information about the circumstances and individuals involved in that most bothersome situation.<sup>20</sup>

This chapter begins by examining the events that were part of the most bothersome situation. Next, circumstances of the situation are explored including the target, location, work setting, frequency, and duration of the situation. The third and fourth sections, respectively, identify offender characteristics (such as race, gender, and military/civilian status) and the consequences of the bothersome situation for the target.

### Bothersome Events

In Question 33, respondents who said they had experienced an incident in which they believed

their race/ethnicity was a factor, were asked to describe the situation that bothered them the most in the last 12 months. Using a list of 13 events (e.g., offensive speech, discrimination in assignments), respondents marked all events that were a part of their most bothersome situation. The 13 events subsequently were grouped into three categories: *Offensive Behavior and Materials*, *Job or Career Event/Discrimination*, and *Other Types of Harassment and Discrimination*.<sup>21</sup> More members indicated that their most bothersome situation involved 1 or more events categorized under *Offensive Behavior and Materials* (23% to 48%) than said so about *Job or Career Event/Discrimination* (7% to 16%) or *Other Types of Harassment and Discrimination* (5% to 10%). Each event was analyzed for race/ethnicity- and Service-related differences.

### Offensive Behavior and Materials

Many members indicated that their most bothersome situation involved some type of *Offensive Behavior and Materials* (see Table 5.1). For every racial/ethnic group, the percentage for offensive speech was highest; and the percentage for offensive music, pictures, or printed material was lowest.

<sup>19</sup> Of those respondents who marked experiencing one or more of the incidents in Questions 29-31 because of their race/ethnicity, 25% did not go on to describe their most bothersome situation.

<sup>20</sup> Respondents included in analyses of the most bothersome situation were those who (a) indicated experiencing at least one incident in Questions 29-31 (22,472 unweighted respondents) or (b) did not indicate experiencing an incident in Questions 29-31, but did have at least one valid response for each of three questions (Questions 33, 34, and 37) deemed critical for analyses of the most bothersome situation (736 unweighted respondents). Among those respondents excluded from analyses of the most bothersome situation were those who had at least one incident in Questions 29-31 and who also (a) failed to answer any of the items in Questions 33 through 57 (6,142 unweighted respondents) or (b) had at least one valid response for Questions 33 through 57, but failed to have at least one valid response for each of the three critical questions (605 respondents). Consequently, approximately 55% of all members responding to the survey were included in analyses of the most bothersome situation.

<sup>21</sup> *Offensive Behavior and Materials* consists of three events: offensive speech; offensive non-verbal looks, dress, or appearance; and offensive music, pictures, or printed material. *Job or Career Event/Discrimination* consists of six events: being left out of information affecting your job or career, discrimination in assignment(s), discrimination in discipline/punishment, discrimination in training opportunities, discrimination in career development or promotion, and discrimination in performance evaluations or awards. The remaining four events in Question 33 (threats, intimidation, vandalism, or physical assault; being left out socially; harassment/discrimination by service providers; harassment/discrimination by police) represent *Other Types of Harassment and Discrimination*. Service members also could have indicated that their most bothersome situation involved an "Other" event and written a narrative description of the event.

Table 5.1  
Members Who Indicated Offensive Behavior and Materials  
Were Part of Their Most Bothersome Situation

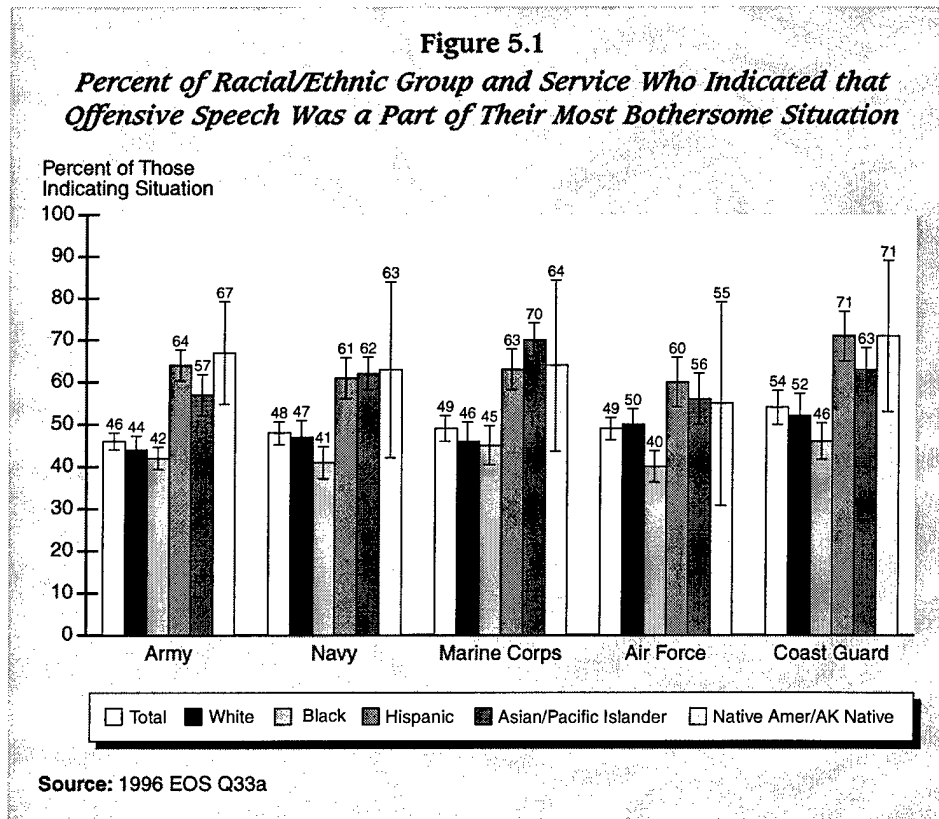
Events in the Most Bothersome Situation		Racial/Ethnic Group											
		Total		White		Black		Hispanic		Asian/ Pacific Islander		Native Amer/AK Native	
										%	CI	%	CI
		%	CI	%	CI	%	CI	%	CI	%	CI	%	CI
<b>Offensive Behavior and Materials</b>													
33a	Offensive speech	48	±1.3	47	±1.9	41	±1.7	62	±2.3	60	±2.7	64	±8.8
33c	Offensive non-verbal looks, dress, or appearance	35	±1.2	36	±1.8	34	±1.7	29	±2.2	30	±3.0	28	±8.1
33b	Offensive music, pictures, or printed material	23	±1.1	29	±1.7	14	±1.3	12	±1.8	10	±1.9	27	±9.3

Note. The percentages presented in this table are based on the total number of members who described their most bothersome situation. The percentages in some columns add to more than 100% because Question 33 allowed members to indicate that more than one event occurred in their most bothersome situation.

**Offensive speech.** Overall, almost half (48%) of members who described their most bothersome situation indicated that offensive speech occurred (see Table 5.1). The percentages for Blacks (41%) and Whites (47%) were lower than those for other racial/ethnic groups, and the percentages for Native Americans/Alaskan Natives (64%), Hispanics (62%), and Asians/Pacific Islanders (60%) were the highest.

There were also Service-related differences (see Figure 5.1). The percentage for the Coast Guard (54%) was higher than that for the Army (46%), but not

higher than the percentage for the Navy (48%), Marine Corps (49%), or Air Force (49%). Whites



and Blacks had comparable rates in the Army and Marine Corps. In most Services, the percentages for Whites and Blacks were lower than those for other racial/ethnic groups.

**Offensive non-verbal looks, dress, or appearance.** Over one third (35%) of members who described their most bothersome situation indicated they had experienced offensive non-verbal looks, dress, or appearance (see Table 5.1). The percentages for Whites (36%) and Blacks (34%) were among the highest of all racial/ethnic groups. In addition, 29% of Hispanics, 30% of Asians/Pacific Islanders, and 28% of Native Americans/Alaskan Natives indicated that this event was part of their most bothersome situation.

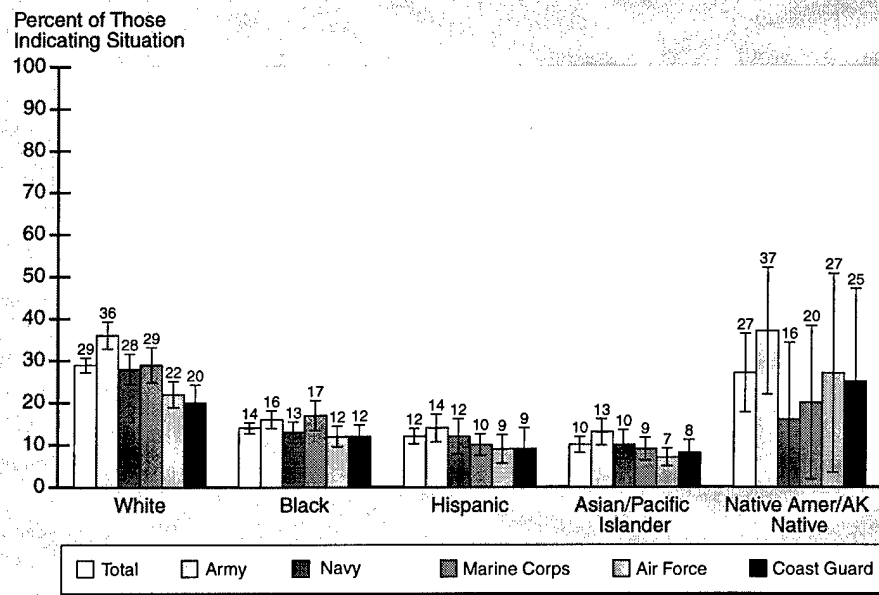
There were several Service-related differences. The percentage for the Coast Guard (28%  $\pm$  3.7) was lower than that for the Army (36%  $\pm$  2.0) or Marine Corps (36%  $\pm$  2.9). Navy (32%  $\pm$  2.5) and Air Force (34%  $\pm$  2.5) percentages were between those values. The largest Service-related difference within a racial/ethnic group was for Asians/Pacific Islanders. Asian/Pacific Islander Marines (22%  $\pm$  3.7) were less likely than Air Force peers (36%  $\pm$  6.6) to indicate that their most bothersome situation included offensive non-verbal looks, dress, or appearance.

**Offensive music, pictures, or printed material.** Nearly one in four (23%) members

who described their most bothersome situation indicated that offensive music, pictures, or printed materials were part of the situation. Table 5.1 shows that this event occurred for proportionately more Whites (29%) and Native Americans/Alaskan Natives (27%) than Blacks (14%), Hispanics (12%), or Asians/Pacific Islanders (10%).

This type of event was noted by fewer members of the Air Force (18%  $\pm$  2.2) and Coast Guard (18%  $\pm$  3.3) than by members in the Army (27%  $\pm$  2.0). Twenty-two percent ( $\pm$  2.3) of Navy members and 23% ( $\pm$  2.6) of Marines said this event occurred. Figure 5.2 shows that the percentages for Whites varied by Service. In particular, Whites in the Air Force and Coast Guard (22% and 20%, respectively) were less likely than Whites in other Services (28% to 36%) to indicate that this event was part of their most bothersome situation.

**Figure 5.2**  
*Percent of Racial/Ethnic Group and Service Who Indicated that Offensive Music, Pictures, or Printed Material Was a Part of Their Most Bothersome Situation*



Source: 1996 EOS Q33b

### Job or Career Event/Discrimination

Another category of events in the most bothersome situation was *Job or Career Event/Discrimination*. The extent to which these events were described as being part of the most bothersome situation varied from 16% for “being left out of information affecting the job” to 7% for “discrimination in training opportunities” (see Table 5.2). The ordering (from highest to lowest prevalence rate) of the six events in this category was the same or very similar for Whites, Blacks, and Hispanics.

In Chapter 4, the findings for Military Personnel Lifecycle issues (i.e., *Assignment/Career, Evaluation, Punishment, and Training/Test Scores*) were provided. The overall percentages for these four factors were small—8% or less (refer to Table 4.1). In contrast, the rates (7% to 16%) for the *Job or Career Event/Discrimination* events in the most bothersome

situation were higher. The difference in percentages suggests that while these types of perceived discrimination affected proportionately few members of the survey population, these events were very bothersome when they did occur. The percentages associated with each item in the *Job or Career Event/Discrimination* category are provided below.

***Being left out of information affecting your job or career.*** Overall, 16% of members answering this section noted that their most bothersome situation included not getting job/career information (see Table 5.2). The rate at which Blacks (25%) marked this event was around twice that of Whites (12%). The percentages for Hispanics (19%) and Asians/Pacific Islanders (18%) were between these rates.

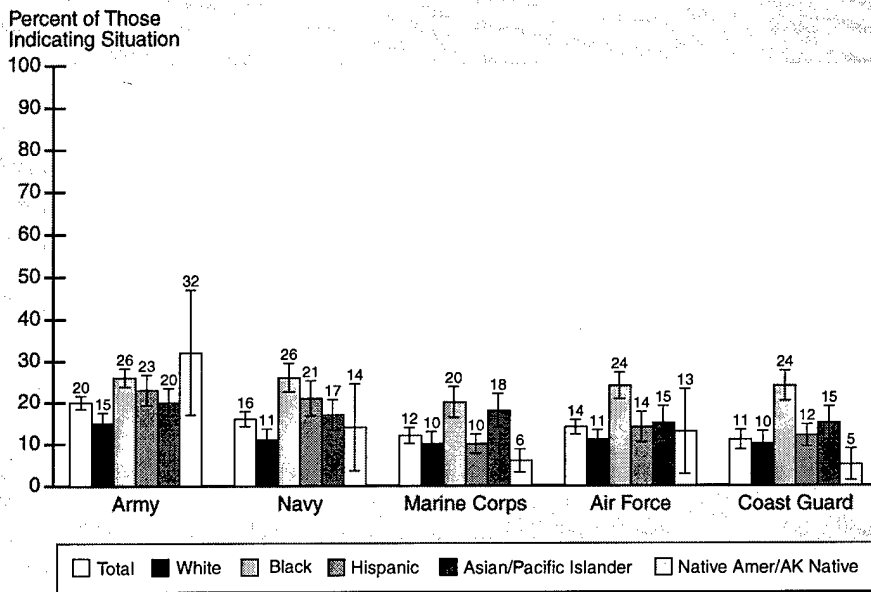
Figure 5.3 shows that the overall Army (20%) and Navy (16%) percentages were among the

**Table 5.2**  
***Members Who Indicated Job or Career Event/Discrimination Was Part of Their Most Bothersome Situation***

Events in the Most Bothersome Situation		Racial/Ethnic Group											
		Total		White		Black		Hispanic		Asian/ Pacific Islander		Native Amer/AK Native	
										%	CI	%	CI
<i>Job or Career Event/Discrimination</i>													
33f	Being left out of information affecting your job or career	16	±0.9	12	±1.3	25	±1.5	19	±2.0	18	±2.1	19	±7.7
33m	Discrimination in performance evaluations or awards	15	±0.9	11	±1.2	24	±1.5	17	±1.8	22	±2.5	19	±8.3
33l	Discrimination in career development or promotion	14	±0.8	11	±1.2	19	±1.4	15	±1.7	15	±2.3	20	±8.3
33h	Discrimination in discipline/ punishment	11	±0.8	8	±1.1	17	±1.4	11	±1.8	9	±2.1	12	±6.2
33g	Discrimination in assignment(s)	9	±0.7	7	±1.0	13	±1.2	11	±1.4	13	±2.0	15	±8.0
33j	Discrimination in training opportunities	7	±0.7	6	±1.0	10	±1.1	9	±1.3	10	±1.7	10	±6.7

Note. The percentages presented in this table are based on the total number of members who described their most bothersome situation. The percentages in some columns add to more than 100% because Question 33 allowed members to indicate that more than one event occurred in their most bothersome situation.

**Figure 5.3**  
**Percent of Racial/Ethnic Group and Service Who Indicated**  
**that Being Left Out of Job or Career Information Was a**  
**Part of Their Most Bothersome Situation**



Source: 1996 EOS Q33f

highest for the Services. The percentages for the Coast Guard (11%), Marine Corps (12%), and Air Force (14%) were the lowest. Figure 5.3 also shows the percentages for each racial/ethnic group in each Service. The percentages for Hispanics and Native Americans/Alaskan Natives in the Army (23% and 32%, respectively) were higher than those of their racial/ethnic counterparts in the Coast Guard (12% and 5%, respectively).

**Discrimination in performance evaluations/awards.** Overall, 15% of members who described their most bothersome situation stated that it included discrimination in performance evaluations or awards (see Table 5.2). Proportionately more Blacks (24%), Hispanics (17%), and Asians/Pacific Islanders (22%) than Whites (11%) marked this event.

Pacific Islanders in the Navy (30%) were also more likely than Asians/Pacific Islanders in other Services (10% to 20%) to indicate that their most bothersome situation included discrimination in performance evaluations/awards.

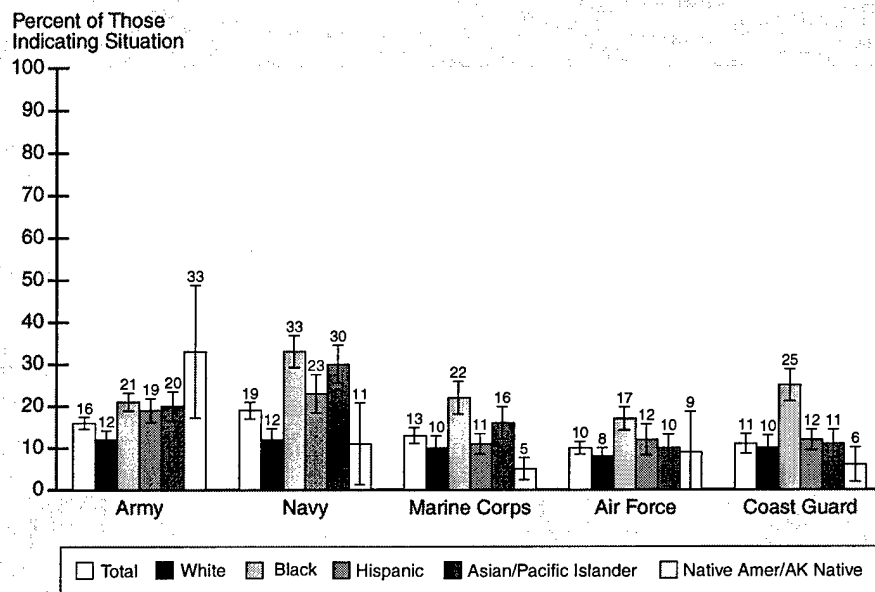
**Discrimination in career development/promotion.** Fourteen percent of members who answered questions about their most bothersome situation indicated that it included discrimination in career development or promotion (see Table 5.2). Whites (11%) were least likely and Blacks (19%) were among those most likely to include this as being part of their most bothersome situation.

Proportionately more Army personnel (18%  $\pm$  1.6) than members in other Services (9% to 12%

More Navy (19%) members than Marine Corps (13%), Air Force (10%), or Coast Guard (11%) personnel indicated that discrimination in performance evaluations/awards was part of their most bothersome situation (see Figure 5.4). Sixteen percent of Army members who described their most bothersome situation responded similarly. In addition, Blacks in the Navy (33%) were more likely than Blacks in other Services (17% to 25%) to mark this event as being part of their most bothersome situation. Asians/

Figure 5.4

*Percent of Racial/Ethnic Group and Service Who Indicated that Discrimination in Performance Evaluations/Awards Was a Part of Their Most Bothersome Situation*



Source: 1996 EOS Q33m

$\pm 1.4$  to  $\pm 2.4$ ) indicated that discrimination in career development/promotion was part of their most bothersome situation. Among Whites and Hispanics, Army members were more likely than members of other Services to mark this event (see Figure 5.5).

#### ***Discrimination in discipline/punishment.***

Eleven percent of members who described their most bothersome situation indicated that discrimination in discipline/punishment was part of the situation (see Table 5.2).<sup>22</sup> Blacks (17%) were more likely than Whites, Hispanics, and Asians/Pacific Islanders (8% to 11%) to indicate that this event was part of their most bothersome situation.

Fewer Coast Guard (5%  $\pm$  1.7) than Army (13%  $\pm$  1.4), Navy (11%  $\pm$  1.8), or Marine Corps (10%  $\pm$  1.9) members indicated that discrimination in discipline/punishment was part of their most bothersome situation. The percentage for the Air Force (7%  $\pm$  1.2) was also among the lowest of the Services. There were also within-race/ethnicity differences (see Figure 5.6). Among Whites, Air Force and Coast Guard members were less likely than members in other Services to indicate that discrimination in discipline/punishment

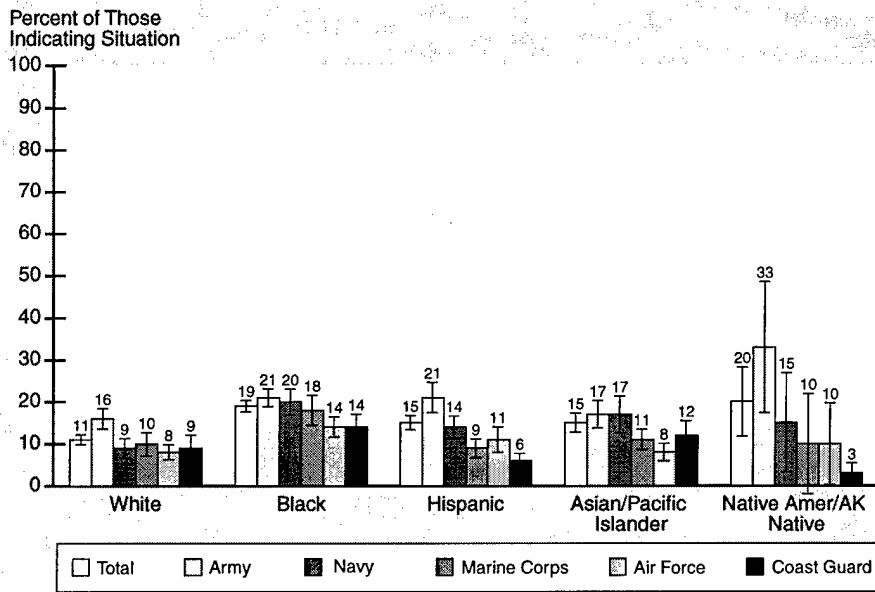
was a part of their most bothersome situation. Among Blacks, Coast Guard members were less likely than Army, Navy, or Marine Corps members to mark this type of event.

***Discrimination in assignments.*** Nine percent of those who described their most bothersome situation mentioned that discrimination in assignments was part of the situation (see Table 5.2). The percentage for Whites (7%) was lower than that for Blacks (13%), Hispanics (11%), or Asians/Pacific Islanders (13%).

To some extent, these low percentages may be influenced by several aspects of job assignment in the military. A substantial percentage of members

<sup>22</sup>In other words, among the 55% of members who described their most bothersome situation, about one out of 10 indicated that discrimination in discipline/punishment was part of their most bothersome situation.

**Figure 5.5**  
**Percent of Service and Racial/Ethnic Group Who Indicated**  
**that Discrimination in Career Development or Promotion**  
**Was a Part of Their Most Bothersome Situation**



Source: 1996 EOS Q331

would not have received a new assignment (i.e., a new position received after making a permanent change of station) within the 12 months preceding the survey, although respondents may also have been referencing short-term duty, or temporary assignments. The extent to which length of assignment varies by paygrade category (i.e., whether members in certain paygrades, on average, spend more or less time in their assignments) and Service (i.e., whether members in certain Services, on average, spend more or less time in their assignments) may also have influenced these results. In short, factors affecting the likelihood that a member had received a new assignment can, in turn, influence the likelihood that a member would mention discrimination in assignments as part of their most bothersome situation.

Fewer Air Force (5%  $\pm$  1.0) than Army (10%  $\pm$  1.2) or Navy (10%  $\pm$  1.5) members indicated that discrimination in assignments was part of their most bothersome situation. Nine percent ( $\pm$  1.8) of the Marine Corps and 7% ( $\pm$  1.9) of the Coast Guard who described their most bothersome situation also marked this event. Figure 5.7 shows the percentages for each racial/ethnic group both overall and within each Service. Although the percentage for Blacks in each Service was generally among the highest for any racial/ethnic

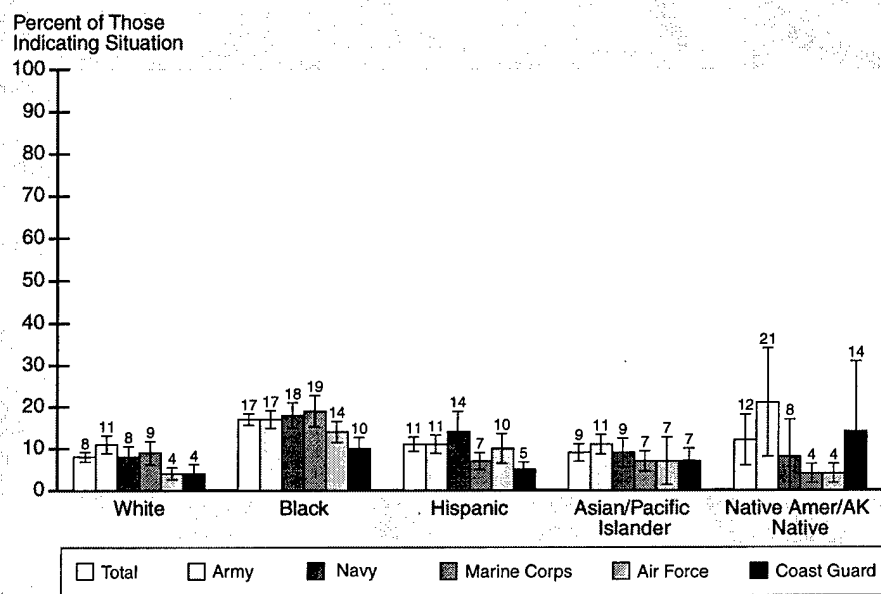
group, Figure 5.7 shows that the percentage for Blacks in the Air Force (6%) was comparable to that for White Air Force members (4%) and was lower than that for Blacks in any other Service (12% to 15%). Among Hispanics and Asians/Pacific Islanders, Air Force and Coast Guard members were less likely than Navy members to mark this event.

#### ***Discrimination in training opportunities.***

This event was less frequently marked than any other in the *Job or Career Event/Discrimination* category. Only 7% of those who described their most bothersome situation indicated that this type of event occurred (see Table 5.2). Although the differences between racial/ethnic groups did not exceed 5 percentage points, members of minority racial/ethnic groups (9% to 10%) were more likely than Whites (6%) to indicate experiencing this type of discrimination.



**Figure 5.6**  
*Percent of Service and Racial/Ethnic Group Who Indicated that Discrimination in Discipline/Punishment Was a Part of Their Most Bothersome Situation*



Source: 1996 EOS Q33h

The Army had the highest percentage ( $9\% \pm 1.2$ ), and the rates for the Air Force ( $5\% \pm 1.1$ ) and Coast Guard ( $5\% \pm 1.6$ ) were the lowest. The Navy and Marine Corps rates were both  $7\% (\pm 1.3 \text{ and } \pm 1.6, \text{ respectively})$ . Also, there was a Service-related difference among Hispanics. Specifically, Hispanics in the Army ( $12\% \pm 2.7$ ) were more likely than Hispanics in the Air Force ( $6\% \pm 2.1$ ) to indicate they had been discriminated against in training opportunities during their most bothersome situation.

#### Other Types of Harassment and Discrimination

The remaining events—threat/assault, social isolation, and service-provider or police harassment/discrimination—in the most bothersome situation were each mentioned by 10% or fewer

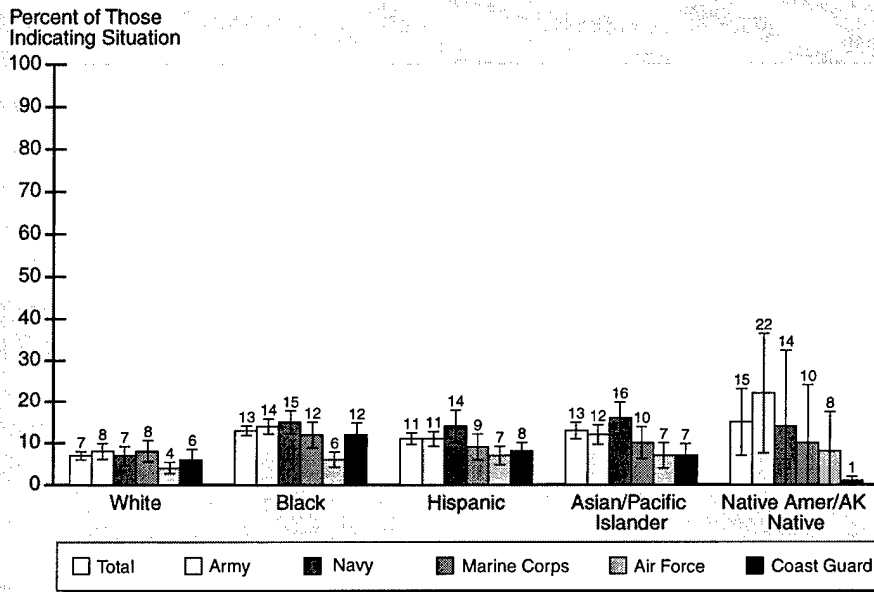
of those who completed this section (see Table 5.3). Although the percentages for these events were low relative to the events in *Offensive Behavior and Materials*, events involving threat/assault, service provider or police harassment/discrimination represent potentially dangerous circumstances for members. Members' indications that these types of events were occurring at all makes them worthy of examination.

**Threats, intimidation, vandalism, or physical assault.** Overall, 10% of those who described their most bothersome situation indicated that this type of event was part of it (see Table 5.3). Few differences were found among the racial/ethnic groups.

Marines ( $12\% \pm 2.1$ ) were more likely than Air Force members ( $7\% \pm 1.4$ ) to mark this event. Nine percent ( $\pm 1.2$ ) of Army, 11% ( $\pm 1.7$ ) of Navy, and 10% ( $\pm 2.5$ ) of Coast Guard personnel indicated this event was part of their most bothersome situation. In the Marine Corps, Whites ( $15\% \pm 3.3$ ) were more likely than Blacks ( $7\% \pm 2.5$ ) or Hispanics ( $6\% \pm 2.6$ ) to indicate their most bothersome situation included threats, intimidation, vandalism, or physical assault.

Figure 5.7

*Percent of Service and Racial/Ethnic Group Who Indicated that Discrimination in Assignments Was a Part of Their Most Bothersome Situation*



Source: 1996 EOS Q33g

### *Social isolation.*

Overall, 10% of members who provided information on their most bothersome situation noted that they had been left out socially (see Table 5.3). Social isolation was inversely related to the size of the racial/ethnic group in the military, with fewer Whites (9%) than other racial/ethnic groups members (11% to 17%) indicating social isolation. The percentage for each Service ranged from 9% to 11% ( $\pm 1.2$  to  $\pm 2.6$ ).

Table 5.3

*Members Who Indicated Other Types of Harassment and Discrimination Were Part of Their Most Bothersome Situation*

Events in the Most Bothersome Situation		Racial/Ethnic Group									
		Total	White	Black	Hispanic	Asian/Pacific Islander	Native Amer/AK Native				
		%	CI	%	CI	%	CI	%	CI	%	CI
<b>Other Types of Harassment or Discrimination</b>											
33d	Threats, intimidation, vandalism, or physical assault	10	$\pm 0.8$	11	$\pm 1.2$	7	$\pm 1.0$	7	$\pm 1.4$	10	$\pm 2.3$
33e	Being left out socially, social isolation	10	$\pm 0.7$	9	$\pm 1.1$	11	$\pm 1.1$	13	$\pm 1.7$	17	$\pm 7.7$
33k	Harassment/discrimination by service providers	6	$\pm 0.6$	5	$\pm 0.8$	8	$\pm 0.9$	7	$\pm 1.6$	6	$\pm 1.8$
33i	Harassment/discrimination by police	5	$\pm 0.5$	2	$\pm 0.6$	10	$\pm 1.1$	6	$\pm 1.1$	3	$\pm 1.5$

Note. The percentages presented in this table are based on the total number of members who described their most bothersome situation. The percentages in some columns add to more than 100% because Question 33 allowed members to indicate that more than one event occurred in their most bothersome situation.

**Harassment or discrimination from service providers/police.** Service members were also asked whether or not their most bothersome situation included harassment or discrimination by service providers (e.g., in stores or when obtaining health care) and by the police. Table 5.3 shows that 6% of members indicated that their most bothersome situation included service provider harassment or discrimination. The rates for the racial/ethnic groups ranged from 5% to 8%.

There was no overall Service-related difference for service provider harassment or discrimination; the percentages ranged from 5% to 7%. In the Air Force, there was a difference between Whites and Blacks; Whites ( $3\% \pm 1.3$ ) were less likely than Blacks ( $10\% \pm 2.2$ ) to mark this event as being part of their most bothersome situation.

Five percent of members noted that their most bothersome situation included harassment or discrimination by police (see Table 5.3). Whites (2%) and Native Americans/Alaskan Natives (3%) were less likely than Blacks (10%) to mark this event. The Service rates ranged from 3% to 6% ( $\pm 0.7$  to  $\pm 1.4$ ). Within every Service, the percentage for Whites was lower than that for Blacks; 1% to 4% ( $\pm 0.7$  to  $\pm 2.0$ ) of Whites marked this event, compared to 10% to 12% ( $\pm 1.6$  to  $\pm 3.2$ ) of Blacks. Within Services, 1% to 8% ( $\pm 0.9$  to  $\pm 5.0$ ) of members from other racial/ethnic group members indicated experiencing this type of harassment or discrimination.

### **Circumstances in Which the Most Bothersome Situation Occurred**

This section addresses four issues regarding the most bothersome situation: the target of the harassment/discrimination, where the situation occurred, characteristics of the work setting in which the situation occurred, and the frequency and duration of the situation. The overall percentages

and the percentages for each racial/ethnic group are presented. Service percentages are provided for the subsection addressing where the situation occurred.

### **Who Experienced the Most Bothersome Situation?**

Separate items asked the member to indicate *yes* or *no* regarding whether or not the situation had occurred “Mostly to you” and “Mostly to your family.” Table 5.4 shows that more members indicated that the situation happened mostly to them (45%) rather than mostly to their family (22%). This pattern was also evident for every racial/ethnic group. For all race/ethnic groups except Whites, the percentages for self were over twice that of those for family members. Given that a substantial proportion of the military either has no family or may have been away from their family for some or all of the period in which the most bothersome situation occurred, the higher percentages for self could be expected. There is at least one other explanation for the higher percentage of members saying the situation mostly involved themselves. Although individuals know everything that happens to them, they primarily know what happens to their family members if told about it. Therefore, when asked about their most bothersome situation, members may be less likely to pick a situation that happened mostly to their family.

That the first two rows of Table 5.4 do not add to 100% suggests that some members were reluctant to indicate whether the most bothersome situation happened mostly to themselves or to their family. There are at least two possible explanations for this. Some members may have experienced the situation *equally* with their family and, therefore, were reluctant to say it happened mostly to themselves or to their family. Other members’ most bothersome situation may have been one involving targets who were not family members. Future questionnaires should perhaps

**Table 5.4**  
***Target and Location Characteristics for the Most Bothersome Situation***

When the most bothersome situation occurred, ...		Racial/Ethnic Group											
		Total		White		Black		Hispanic		Asian/ Pacific Islander		Native Amer/AK Native	
		%	CI	%	CI	%	CI	%	CI	%	CI	%	CI
<b>Who experienced it?</b>													
34e	Mostly to you	45	±1.3	40	±1.9	52	±1.8	50	±2.4	45	±2.7	52	±9.6
34f	Mostly to your family	22	±1.3	24	±1.9	22	±1.8	18	±2.3	17	±2.6	15	±5.7
<b>Where did it occur?</b>													
36a	One of the 50 states, DC, Territory	81	±0.7	83	±1.1	79	±0.6	81	±1.7	78	±1.8	79	±7.0
36c	Europe	8	±0.5	7	±0.7	10	±0.9	8	±1.1	6	±0.9	9	±4.2
36f	Asia or other Pacific islands	8	±0.5	7	±0.8	8	±0.8	7	±1.1	13	±1.4	9	±5.4
36b	South or North Amer (outside US)	2	±0.3	1	±0.4	2	±0.5	3	±0.9	1	±0.5	2	±2.2
36d	Middle East	1	±0.3	1	±0.4	1	±0.4	1	±0.6	1	±0.5	1	±0.3
36e	Australia/New Zealand	<1	±<0.1	<1	±<0.1	0	0.0	<1	±<0.1	<1	±<0.1	0	±0.0
36g	Africa	<1	±0.1	<1	±0.1	<1	±0.1	<1	±0.3	<1	±0.0	<1	±<0.1
36h	Antarctica	<1	±<0.1	<1	±<0.1	<1	±<0.1	0	±0.0	0	±0.0	0	±0.0
34a	Mostly at a military installation	60	±1.2	58	±1.8	63	±1.7	67	±2.3	57	±2.7	73	±8.4
34d	Mostly in the local community	42	±1.2	46	±1.9	38	±1.7	34	±2.2	35	±2.6	35	±9.4
<b>What was the work setting and environment?</b>													
35f	At current duty station	74	±1.1	74	±1.6	74	±1.6	73	±2.0	67	±2.8	79	±6.4
34b	Mostly at work (the place where you perform military duties)	48	±1.3	42	±1.9	57	±1.8	57	±2.4	53	±2.7	60	±9.4
34c	Mostly during duty hours	48	±1.3	42	±1.9	57	±1.8	56	±2.4	46	±2.7	64	±9.1
35c	In a work environment where your race/ethnicity is uncommon	18	±0.8	9	±1.1	26	±1.5	43	±2.4	46	±2.7	63	±8.9
35d	In a work environment where racial/ethnic minorities uncommon	16	±0.8	10	±1.1	23	±1.5	27	±2.0	28	±2.5	24	±9.0
35b	Serving aboard ship at sea	12	±0.8	12	±1.3	11	±1.2	14	±1.7	19	±1.9	10	±5.5
35a	A student in a military course	8	±0.7	7	±1.0	7	±0.9	10	±1.3	9	±1.7	9	±4.9
35e	On a peace keeping mission	5	±0.6	5	±0.8	5	±0.9	4	±0.7	5	±1.6	9	±5.9

Note. The percentages presented in this table are based on the total number of members who described their most bothersome situation.

provide respondents the opportunity to indicate that the most bothersome situation happened to others such as co-workers or strangers.

#### Where Did It Occur?

Members were asked two types of questions about where the most bothersome situation occurred.

One question inquired about the global location, and two other questions inquired about whether the situation occurred mostly at a military installation or mostly in the local community.

**What was the global location?** Table 5.4 shows that most members (81%) were in the US or one of its territories or possessions when their most bothersome situation occurred. This result is not surprising because the majority of members ( $82\% \pm 0.5$ ) indicated in Question 10 that they had spent most of the year prior to the survey in the US or its territories or possessions.

**Did it occur on or off the installation?**

In two separate questions, members answered *yes* or *no* regarding whether the most bothersome situation occurred "Mostly at a military installation" and "Mostly in the local community around an installation."<sup>23</sup> More members overall and in every racial/ethnic group indicated that their most bothersome situation occurred primarily on an installation rather than in the local community (see Table 5.4).

Overall, 60% of members indicated that their most bothersome situation occurred mostly at a military installation (see Table 5.4). Differences were found among racial/ethnic groups. Whites (58%) and Asians/Pacific Islanders (57%) were less likely than Blacks, Hispanics, or Native Americans/Alaskan Natives (63% to 73%) to indicate that the situation occurred mostly at a military installation. There were also Service-related differences. The percentages for the Army ( $65\% \pm 1.9$ ), Navy ( $61\% \pm 2.6$ ), and Marine Corps ( $59\% \pm 3.0$ ) were among the highest. Fifty-four percent ( $\pm 2.6$ ) of the Air Force and 47% ( $\pm 4.1$ ) of the Coast Guard noted that most of their bothersome situation had occurred on an installation.

Forty-two percent of members, overall, indicated that the situation occurred mostly in the local community around an installation (see Table 5.4). There were differences among racial/ethnic groups; Blacks, Hispanics, Asians/Pacific Islanders, and Native Americans/Alaskan Natives (34% to 38% in Table 5.4) were less likely than Whites (46%) to indicate that the situation occurred in the local community. There were also Service-related differences. Army ( $41\% \pm 2.0$ ) and Navy ( $37\% \pm 2.6$ ) members were less likely than Air Force personnel ( $48\% \pm 2.6$ ) to respond in this manner. In addition, 45% ( $\pm 4.1$ ) of the Coast Guard and 44% ( $\pm 3.0$ ) of the Marine Corps indicated that their most bothersome situation occurred in the local community.

Although it might be expected that the percentages from the installation and community would add to 100%, the findings for all groups except Asians/Pacific Islanders total to more than 100%. Combined percentages in excess of 100% suggest that some individuals indicated that the situation occurred on the installation *and* in the local community. The total of 92% for Asians/Pacific Islanders is not readily explainable. Perhaps, proportionately more members of this racial/ethnic group had a bothersome situation which occurred in someplace other than a military installation or its surrounding community.

**Setting and Environment**

Eight items asked about the member's work setting and environment when the bothersome situation occurred.<sup>24</sup> Nearly half of the members indicated that the situation occurred mostly at work (48%) and mostly during duty hours

<sup>23</sup> Responses to these two items (34a and 34d) were not edited for logical consistency. Therefore, it is possible that a respondent marked *yes* (or marked *no*) to both questions.

<sup>24</sup> In an earlier section of the survey, almost all (97%) members indicated that their current location was their permanent duty station (Question 20), and most (68%) indicated that they had completed at least one year at their duty station (Question 19).

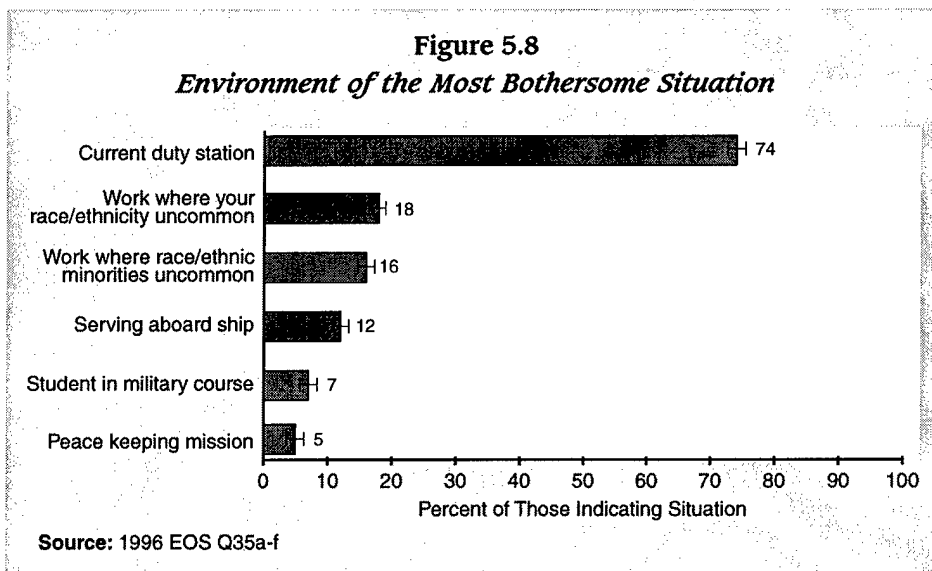
(48%).<sup>25</sup> Racial/ethnic differences were detected for these items (see Table 5.4). Less than half (42%) of Whites indicated that they had experienced their most bothersome situation mostly at work. In contrast, over half of the members in other racial/ethnic groups (53% to 60%) indicated that they experienced the situation mostly at work. Whites (42%) and Asians/Pacific Islanders (46%) were less likely than members of the other three racial/ethnic groups (56% to 64%) to say the situation occurred mostly during duty hours.

Additional questions asked members about their environment when the bothersome situation occurred. Figure 5.8 shows the overall percentage of targets in each setting. Seventy-four percent of members responded that they are at the same duty station where their most bothersome situation had occurred.<sup>26</sup> Less than 20% of members indicated

their most bothersome situation occurred in any of the five remaining work settings.

The bottom portion of Table 5.4 provides racial/ethnic breakouts for each of the items. Asians/Pacific Islanders (67%) were less likely than members of other racial/ethnic groups (73% to 79%) to indicate that their situation occurred at their current duty station. Not surprisingly, race/ethnicity-related differences were detected when members indicated whether or not their most bothersome situation occurred in a work environment where others of *their race/ethnicity* and where *any racial/ethnic minority* was uncommon in the workforce. As expected, fewer Whites than members of minority racial/ethnic groups indicated that their most bothersome situation was in an environment in which (a) others of their race/ethnicity were uncommon or (b) mem-

bers of any minority racial/ethnic group were uncommon. These findings are a reflection of the racial/ethnic composition of the Services and of society at large. Because Whites constitute such a large portion of each Service and of the civilian population, it would be relatively rare for Whites to work in an environment in which



<sup>25</sup> The identical percentages for *mostly at work* and *mostly during duty hours* (48%; Items 34b and 34c) suggests that respondents did not differentiate between these two settings.

<sup>26</sup> Some might expect that the percentage of members saying their situation occurred at their *current duty station* (74%) to be similar to the percentage saying it occurred *mostly at work* (48%). There is at least one possible explanation for the disparity between these two percentages. When responding to Item 35f about whether or not the bothersome situation occurred at their *current duty station*, members may have interpreted current duty station to include both the current workplace and its larger community. This broad definition of duty station may partly explain why 74% said the bothersome situation occurred at their *current duty station* although fewer, 48%, said the situation occurred *mostly at work*.

they would be a minority. In contrast, Native Americans/Alaskan Natives constitute a much smaller percentage of the force and society. As such, they would rarely be in an environment in which members of their racial/ethnic group would be the majority. The extent to which members in each racial/ethnic group work in occupations heavily represented by others sharing their race/ethnicity also would be expected to influence these findings.

### Frequency and Duration

Members were asked to indicate the frequency with which their most bothersome situation occurred (Question 42). Most members said it happened *once* (24%  $\pm$  1.0) or *occasionally* (52%  $\pm$  1.2). Fewer members indicated that the events occurred *frequently* (18%  $\pm$  1.0) or *almost everyday* (6%  $\pm$  0.7). This general pattern was the same for each racial/ethnic group.

Members were also asked to indicate the duration of the situation (Question 43). Most members said that the bothersome situation was either of brief duration or lasted for a long time. Thirty-four percent ( $\pm$  1.2) of those describing their most bothersome situation said the event had gone on for less than one week; whereas, 42% ( $\pm$  1.3) said that the event had gone on for 6 months or more. Asians/Pacific Islanders were more likely than others to indicate that the situation was of brief duration. Forty-four percent ( $\pm$  2.7) of Asians/Pacific Islanders said the situation lasted less than one week, compared to 27% ( $\pm$  7.8) of Native Americans/Alaskan Natives, 32% ( $\pm$  1.6) of Blacks, 34% ( $\pm$  1.8) of Whites, and 36% ( $\pm$  2.3) of Hispanics.

### Characteristics of Offenders

Members describing their most bothersome situation also provided information on the offender's racial/ethnic background, gender, military or civilian status, and organizational level. These findings may be heavily affected by the racial/ethnic, gender, and other demographic characteristics of the Services and the US. Groups more heavily represented in the population will have proportionately more chances at interactions than groups with lesser representation and, consequently, will have more opportunities for harassment and/or discrimination. Therefore, care must be taken when interpreting these findings.<sup>27</sup>

Table 5.5 provides information on the characteristics of the offender(s). The column percentages for all sections except military or civilian status exceed 100% because targets could select multiple response alternatives. Allowing respondents to make multiple marks enabled them to provide information on *all* offenders involved in the most bothersome situation.

### Offender's Racial/Ethnic Background

The first section of Table 5.5 shows the offender's and the target's racial/ethnic background. Readers are cautioned that at least three factors complicate the interpretation of these findings.

- Findings in this section are shaped by the racial representation of each Service, of the Services as a whole, and of the US population. In particular, the Services' racial/ethnic composition influences the extent to which members say that their offender(s) belonged to a specific racial/ethnic group. Members are probably least

<sup>27</sup> These findings, like others in Chapters 5 and 6, do not provide information about a "typical" incident because this set of answers applies only to the *most bothersome situation*. Characteristics of a typical incident may be very different from those of the most bothersome situation.

**Table 5.5**  
*Offender Characteristics for the Most Bothersome Situation*

Characteristics of the offender(s)		Target's Racial/Ethnic Group											
		Total		White		Black		Hispanic		Asian/ Pacific Islander		Native Amer/AK Native	
		%	CI	%	CI	%	CI	%	CI	%	CI	%	CI
<b>Racial/ethnic background</b>													
39a	White	56	±1.2	38	±1.8	87	±1.2	78	±2.0	78	±2.2	64	±9.5
39b	Black	44	±1.2	58	±1.8	14	±1.2	33	±2.3	36	±2.7	45	±9.7
39e	Spanish/Hispanic	15	±1.0	19	±1.5	9	±1.0	8	±1.2	13	±1.6	21	±8.0
39d	Asian, Pacific Islander	9	±0.7	10	±1.1	6	±0.8	6	±1.1	8	±1.2	7	±4.4
39g	Don't know	7	±0.7	8	±1.0	5	±0.8	8	±1.4	9	±1.7	6	±2.3
39f	Other race	3	±0.4	3	±0.6	3	±0.6	3	±0.8	2	±0.8	4	±3.5
39c	Native Amer, Eskimo, Aleut	1	±0.2	1	±0.3	1	±0.3	1	±0.9	1	±0.4	4	±4.7
<b>Gender</b>													
38a	Male	57	±<1	55	±1.9	60	±1.7	61	±2.4	59	±2.7	62	±9.1
38c	Some males/some females	34	±1.2	35	±1.8	32	±1.6	31	±2.3	30	±2.4	29	±7.5
38b	Female	5	±0.6	6	±0.9	5	±0.8	5	±1.2	6	±1.7	8	±7.2
38d	Don't know	4	±0.5	5	±0.8	3	±0.6	3	±0.7	5	±1.0	1	±0.4
<b>Military or civilian status</b>													
37f	Service member(s)	64	±1.2	61	±1.8	67	±1.7	73	±2.0	65	±2.7	78	±6.6
37i	Person(s) in local community	41	±1.2	44	±1.9	38	±1.7	34	±2.3	34	±2.5	38	±9.4
37g	Service/DoD civ employee(s)	16	±0.9	15	±1.3	16	±1.3	18	±2.1	15	±2.0	21	±8.6
37h	Service/DoD civ contractor(s)	5	±0.6	5	±0.8	5	±0.8	6	±1.1	6	±1.7	3	±1.3
<b>Organizational level</b>													
37c	Person(s) of higher rank/grade	44	±1.2	37	±1.8	57	±1.7	52	±2.4	47	±2.7	57	±9.5
37d	Co-worker(s)	36	±1.2	34	±1.8	34	±1.7	46	±2.4	39	±2.7	51	±9.6
37j	Other or unknown person(s)	31	±1.2	32	±1.8	29	±1.7	28	±2.1	34	±2.8	26	±7.1
37a	Immediate supervisor	17	±0.9	14	±1.4	25	±1.5	20	±1.9	20	±2.5	21	±8.2
37b	Unit commander	8	±0.6	5	±0.8	14	±1.2	9	±1.4	7	±1.2	6	±2.6
37e	Person(s) reporting to target	6	±0.6	7	±0.9	6	±0.8	7	±1.1	7	±1.1	7	±4.4

Note. The percentages presented in this table are based on the total number of members who described their most bothersome situation. Thirty-one percent of this group indicated that the offender was either unknown or someone other than those described in the third and fourth sections of this table. When broken out by the target's race, 32% (± 1.8) of Whites, 29% (± 1.7) of Blacks, 28% (± 2.1) of Hispanics, 34% (± 2.8) of Asians/Pacific Islanders, and 26% (± 7.1) of Native Americans/Alaskan Natives said the offender was an "Other or unknown person(s)."



likely to harass or discriminate against others of their own racial/ethnic group. Therefore, because Whites and Blacks constitute the greatest portions of the force, most bothersome situations would probably involve Whites or Blacks as either offenders or targets.

- There may have been more than one offender, and all offenders may not have been of the same racial/ethnic group. *EOS* respondents could mark the races of all offender(s). Some targets may have had difficulty determining a racial/ethnic group for the offender(s) either because the offender remained unseen or because the target could not identify the race/ethnicity of a known offender. Seven percent indicated that they did not know the race/ethnicity of the offender(s), and 3% marked that the offender(s) was of a race/ethnicity other than the five explored in this research.
- For some offenders (particularly those of mixed racial/ethnic backgrounds), an individual's racial/ethnic identity may or may not be congruent with the race/ethnicity to which others assign that individual. The *EOS* data reflect targets' assessments of the offender's race/ethnicity, rather than the offender's self-reported racial/ethnic identity.

Together, these factors make it difficult to determine the extent to which members of any racial/ethnic group are involved in the bothersome situations.

Overall, 56% of targets indicated that their situation involved White offender(s), and less than half (44%) indicated their situation involved Black offender(s). Fifteen percent of targets indicated Hispanic offender(s), and 9% indicated Asian/Pacific Islander offender(s). One percent indicated their situation involved Native American/Alaskan Native offender(s). Percentages in this section may sum to more than 100% because multiple offenders could be indicated.

The findings also show that some members stated that the offender(s) belonged to their own racial/ethnic group. Thirty-eight percent of Whites, 14% of Blacks, and 8% of both Hispanics and Asians/Pacific Islanders said members of their own racial/ethnic group were involved in their most bothersome situation. Again, because Whites and Blacks are the largest racial/ethnic groups in the military and in the US population, it is not surprising that their percentages are higher than those for other racial/ethnic groups.

There were other notable differences between White and minority racial/ethnic group members regarding the offender's race/ethnicity. Over half (58%) of White targets indicated Black offender(s) were involved in their most bothersome situation (see Table 5.5). Eighty-seven percent of Black targets indicated their most bothersome situation involved White offender(s). Seventy-eight percent of both Hispanic and Asian/Pacific Islander targets indicated their most bothersome situation involved White offender(s), and about one third (33% and 36%, respectively) indicated the situation involved Black offender(s). Among Native American/Alaskan Native targets, almost two thirds (64%) indicated that their situation involved White offender(s), and almost half (45%) indicated Black offender(s). About one fifth (21%) of Native American/Alaskan Native targets indicated Hispanic offender(s).

#### Offender's Gender

Fifty-seven percent of the most bothersome situations involved one or more male offenders (see Table 5.5). In an additional 34% of the situations, at least one man and at least one woman were the offenders. In only 5% of the situations were all offender(s) female. Finally, 4% of the situations were caused by an offender whose gender was unknown. These percentages were consistent across all racial/ethnic groups.

### Offender's Military or Civilian Status

The third set of findings in Table 5.5 shows that the majority of offenders in the most bothersome situation were people associated with the military.<sup>28</sup> Sixty-four percent of the situations involved offenders who were service members. Service/DoD civilian employees and contractors, respectively, were involved in 16% and 5% of the most bothersome situations. Targets indicated that civilians from the local community were offenders in 41% of the most bothersome situations.

The findings for Hispanics (73%) and Native Americans/Alaskan Natives (78%) showed that these two groups were the most likely to have indicated other service members as the offenders in their most bothersome situation (see Table 5.5). More Whites (44%) than members of minority racial/ethnic groups (34% to 38%) indicated that their most bothersome situation involved local civilian offender(s). Similar proportions of members in each racial/ethnic group said the offender(s) was a DoD employee (15% to 21%) or civilian contractor (3% to 6%).

### Offender's Organizational Level

The last set of findings in Table 5.5 describes the organizational relationship between the offender and the target. Again, the items are not mutually exclusive (i.e., a target could respond *yes* to more than one item in the question). For example, an offender could have been (a) higher in rank than the target, (b) the target's immediate supervisor, and (c) the target's unit commander. In this case, the respondent should have answered *yes* to Items 37c, 37a, and 37b. This overlap was necessary to capture fully the various types of organizational relationships found in the military.

As shown in Table 5.5, 44% of targets named "person(s) of higher rank/grade" as offenders in their most bothersome situation. Co-worker(s) were identified as offenders by 36% of targets, and "other or unknown persons(s)" were identified by 31% of targets. Immediate supervisors and unit commanders were identified as offenders by 17% and 8% of targets, respectively.

Although the order of the items (from highest to lowest percentage) was similar for all five racial/ethnic groups, there were some notable differences. About one third of White members indicated that the offender was a person of higher rank/grade (37%), a co-worker (34%), or other/unknown person (32%). Among Blacks, Hispanics, and Asians/Pacific Islanders, about half (47% to 57%) indicated the offender was a person(s) of a higher rank/grade; and fewer said the offender was a co-worker (34% to 46%) or other/unknown person (28% to 34%).

### Consequences of the Situation for the Target

To understand the effects of perceptions of racial/ethnic harassment and discrimination on targets, members were asked to identify how they felt as a result of their most bothersome situation. Question 40 asked about the extent to which members experienced any of four negative feelings, and Question 41 asked whether or not 12 more specific negative effects were present.

### Negative Feelings

Members were asked to identify the degree to which their most bothersome situation was "annoying," "disturbing," "offensive," and "threatening." The response options were *not at all*, *slightly*, *moderately*, *very*, and *extremely*. As shown in

<sup>28</sup> Note that, as seen in Table 5.5 (Item 37j), almost one third of those who described their most bothersome situation indicated that at least one offender was an "Other or unknown persons(s)." This indicates that in these situations, the offender(s) was either unknown or not associated with the military.

Table 5.6  
*Members Who Indicated Experiencing Negative Feelings  
About Their Most Bothersome Situation*

The member found the situation to be very or extremely ...		Target's Racial/Ethnic Group													
		Total				White		Black		Hispanic		Asian/ Pacific Islander		Native Amer/AK Native	
		%	CI	%	CI	%	CI	%	CI	%	CI	%	CI		
40a	Annoying	61	±1.2	61	±1.8	63	±1.7	58	±2.4	54	±2.6	64	±9.1		
40c	Disturbing	53	±1.2	50	±1.9	62	±1.7	51	±2.4	50	±2.7	54	±9.4		
40b	Offensive	49	±1.3	45	±1.9	58	±1.7	50	±2.4	48	±2.7	53	±9.5		
40d	Threatening	18	±1.0	16	±1.4	23	±1.5	17	±1.7	18	±2.1	23	±9.7		

Note. The percentages presented in this table are based on the total number of members who described their most bothersome situation.

Table 5.6, more members indicated the situation was *very/extremely* annoying (61%), disturbing (53%), or offensive (49%) than said it was *very/extremely* threatening (18%).

This response pattern was also evident for each racial/ethnic group. Relatively few members of each group found their most bothersome situation to be *very/extremely* threatening; only the percentages for Blacks and Native Americans/Alaskan Natives exceeded 20%. These results are supplemented by the next set of findings on the situation's negative effects on the target.

### Negative Effects

Table 5.7 presents 12 specific negative effects that could have resulted from the most bothersome situation. These 12 effects fall into four categories: negative feelings toward others, retention and productivity issues, psychological effects on self, and thoughts of violence. For each item, members could respond either *yes* or *no*.

**Negative feelings toward others.** Over half (57%) of members noted that they became angry or enraged as a result of their most bothersome

situation (see Table 5.7). This reaction was more frequently mentioned than any other reaction shown in Table 5.7. The percentages for Blacks (64%) and Native Americans/Alaskan Natives (68%) were higher than those for Asians/Pacific Islanders (57%) and Whites (54%).

The other two reactions in this category, "loss of trust or other negative feelings about co-workers" and "loss of trust or other negative feelings about supervisors or chain of command," are important to the military because of their potential effects on readiness. Negative feelings or loss of trust in co-workers, supervisors, or the chain of command could affect esprit de corps or morale and, thereby, affect mission accomplishment. Both reactions were experienced by 39% of members who described their most bothersome situation. For both types of feelings, the percentage for each minority group was also at least 10 percentage points higher than those of Whites.

**Retention and productivity issues.** Three of the reactions to the most bothersome situation could potentially have negative effects on retention and productivity. As is shown in Table 5.7, "thoughts

**Table 5.7**  
**Members Who Indicated Negative Effects Resulting from Their Most Bothersome Situation**

Types of Negative Effects		Target's Racial/Ethnic Group											
		Total		White		Black		Hispanic		Asian/ Pacific Islander		Native Amer/AK Native	
		%	CI	%	CI	%	CI	%	CI	%	CI	%	CI
<b>Negative Feelings Toward Others</b>													
41h	Anger or rage	57	±1.2	54	±1.9	64	±1.7	59	±2.4	57	±2.6	68	±8.1
41c	Loss of trust or other negative feelings about co-workers	39	±1.2	34	±1.8	48	±1.7	47	±2.4	45	±2.7	56	±9.1
41d	Loss of trust/negative feelings about supervisors or chain of command	39	±1.2	31	±1.8	54	±1.7	44	±2.4	43	±2.7	48	±9.5
<b>Retention and Productivity Issues</b>													
41e	Thoughts about getting out of my Service	38	±1.2	34	±1.8	47	±1.7	41	±2.3	40	±2.7	49	±9.6
41b	Decreased productivity	23	±1.0	20	±1.5	27	±1.6	25	±2.1	30	±2.7	36	±9.9
41a	Lost time from work	5	±0.5	4	±0.8	7	±0.9	7	±1.2	10	±1.4	5	±2.1
<b>Psychological Effects</b>													
41i	Stress, anxiety, or fear	35	±1.2	33	±1.8	38	±1.7	34	±2.3	41	±2.7	42	±9.8
41g	Sadness or depression	25	±1.0	21	±1.5	32	±1.7	30	±2.0	36	±2.6	34	±9.6
41f	Physical ailments	19	±0.9	15	±1.4	27	±1.6	23	±1.9	25	±2.5	27	±9.4
41j	Low self-esteem	14	±0.9	12	±1.3	16	±1.3	19	±1.8	29	±2.6	19	±7.4
<b>Thoughts of Violence</b>													
41l	Thoughts of physically harming the person(s) who did it	26	±1.1	23	±1.6	31	±1.7	30	±2.2	27	±2.5	45	±9.8
41k	Thoughts of suicide	2	±0.3	2	±0.4	3	±0.7	3	±0.9	2	±0.5	6	±6.4

Note. The percentages presented in this table are based on the total number of members who described their most bothersome situation.

about getting out of my Service" was reported by 38% of members who described their most bothersome situation. The rate for Whites was at least 6 percentage points lower than those of other racial/ethnic groups. About one third of Whites (34%) describing their most bothersome situation indicated that the situation prompted thoughts about leaving their Service. Almost half of Blacks (47%) and about 4 of every 10 Hispanics (41%) and Asians/Pacific Islanders (40%) had a similar reaction.

Twenty-three percent of members said they suffered decreased productivity as a consequence of the situation. Again, members of minority racial/ethnic groups (25% to 36%) who described their most bothersome situation were more likely than Whites (20%) to have this response.

Five percent of members indicated that the situation caused them to lose time from work. Asians/Pacific Islanders (10%) were more likely than Whites (4%) or Native Americans/Alaskan

Natives (5%) to indicate that the most bothersome situation had this effect (see Table 5.7).

**Psychological effects.** Targets may also internalize the effects of racial/ethnic harassment and discrimination. Thirty-five percent of members indicated that they felt stress, anxiety, or fear as a result of their most bothersome situation (see Table 5.7). More Asians/Pacific Islanders (41%) and Blacks (38%) than Whites (33%) indicated this effect.

Sadness or depression occurred for 25% of the targets who described their most bothersome situation (see Table 5.7). Asians/Pacific Islanders (36%) had the highest rate and Whites (21%) had the lowest rate for this item. Also, proportionately fewer Whites than Blacks (32%) or Hispanics (30%) indicated that their most bothersome situation had this effect.

Overall, 19% of members who described their most bothersome situation indicated that they had experienced "physical ailments (for example, headaches, upset stomach, high blood pressure, difficulty sleeping, loss of appetite)" (see Table 5.7). Again, more minority racial/ethnic group members (23% to 27%) than Whites (15%) indicated this effect.

Another psychological effect on the target was low self-esteem. Fourteen percent of members indicated experiencing low self-esteem as a result of their most bothersome situation (see Table 5.7). Asians/Pacific Islanders (29%) were more likely to report this effect than were Whites (12%), Blacks (16%), or Hispanics (19%). Also, the percentage for Whites was lower than that for any other racial/ethnic group.

**Thoughts of violence.** The remaining two items in Table 5.7 pertain to thoughts of physical violence against self and the offender. The overall percentage for "thoughts of physically harming the person(s) who did it" (26%) was much greater than the overall percentage for "thoughts of suicide" (2%). Proportionately more Native Americans/Alaskan Natives (45%) than others (23% to 31%) noted that they thought of physically harming the person(s) who caused their most bothersome situation. The percentages for Blacks (31%) and Hispanics (30%) were also higher than the percentage for Whites (23%).

A very small percentage of members both overall (2%) and within each racial/ethnic group (2% to 6%) indicated that thoughts of suicide were consequences of their most bothersome situation.

## CHAPTER 6: THE MOST BOTHERSOME SITUATION— HANDLING AND REPORTING THE EXPERIENCE

This chapter examines how members handled their most bothersome situation. The first section reviews actions that the target took in an effort to stop the situation. The next section examines whether or not the situation was reported and, if not, the reasons for not reporting. When the situation was reported, the military individuals and offices to whom the situation was reported are reviewed. The third and fourth sections examine satisfaction with the complaint process and the outcomes of the complaint. The fifth section examines satisfaction with the complaint outcome and with one's own handling of the situation.

### **Actions to Stop the Situation**

There are a number of actions that the target of racial/ethnic insensitivity, harassment, or discrimination can take in an effort to stop the situation. For example, the individual may ignore the bothersome behavior, threaten to tell a co-worker, request a temporary reassignment, or, depending on the circumstances, file a formal complaint. Some of the factors that might influence a target's choice of actions are the seriousness and frequency of the events, the target's relationship to the offender, and personal characteristics (e.g., assertiveness) of the target. It is unlikely that any one action would be the preferred choice in all situations.

Survey respondents who indicated experiencing racial/ethnic insensitivity, harassment, or discrimination, and described their most bothersome situation were presented with 10 potential actions and asked, "Other than reporting it, did you take any of the following actions to stop it?" For each action, the respondent could answer *No, I did not do this*; *Yes, and it made things worse*; *Yes, but it made no difference*; or *Yes, and it made things better*.

Table 6.1 presents the percentages of targets who indicated that they had taken a specific response to the situation. The table was created by combining the three *Yes...* response alternatives. This summary step was taken because the percentages for specific *Yes...* alternatives for most actions were small. Subsequent discussion, however, covers the three affirmative response alternatives individually for those actions that were more commonly used by members.

The degree to which members indicated using each of the 10 potential responses varied greatly, ranging from 3% to 68% (see Table 6.1). Comparisons of the percentages in the columns show that, almost without exception, the overall findings and the findings for the five racial/ethnic groups followed the same order. That is, if proportionately more of one group tended to use one action than another action, the findings for other racial/ethnic groups showed the same pattern.

Only four actions were used by at least a third of those who described their most bothersome situation. The three most commonly used actions (ignored the behavior, acted as though it did not bother me, and avoided the offender) might be characterized as passive steps to stop or diffuse a situation. The fourth action, asking or telling the offender(s) to stop, is a more proactive approach. For each of these four actions, more in-depth findings are presented below. Each subsection focuses on the members *who indicated that they took a particular action* and how this action influenced the situation. That is, for each of these items, the findings for each of the three *Yes...* alternatives are examined.

Table 6.1

*Members Who Indicated an Action Was Taken in Response to Their Most Bothersome Situation*

Actions—other than reporting—taken in response to the most bothersome situation		Racial/Ethnic Group											
		Total		White		Black		Hispanic		Asian/ Pacific Islander		Native Amer/AK Native	
		%	CI	%	CI	%	CI	%	CI	%	CI	%	CI
45a	I ignored the behavior	68	±1.2	68	±1.7	65	±1.7	71	±2.1	70	±2.6	70	±8.7
45g	I acted as though it didn't bother me	56	±1.2	57	±1.9	53	±1.8	61	±2.2	61	±2.6	52	±9.6
45b	I avoided the offender(s)	52	±1.3	51	±1.9	49	±1.8	58	±2.3	57	±2.6	57	±9.5
45c	I asked or told the offender(s) to stop (either orally or in writing)	38	±1.2	36	±1.8	38	±1.7	43	±2.4	37	±2.7	56	±9.3
45d	I asked someone to speak to offender(s)	23	±1.1	22	±1.6	28	±1.6	22	±2.0	22	±2.7	24	±7.7
45j	I discussed it w/ someone unofficially	18	±1.0	16	±1.4	24	±1.5	17	±2.1	16	±2.5	25	±8.9
45e	I threatened to tell or told co-worker(s)	16	±0.9	14	±1.4	21	±1.5	15	±1.7	14	±2.6	21	±7.7
45i	I requested a transfer elsewhere	11	±0.7	8	±1.0	16	±1.3	13	±1.8	13	±2.6	23	±9.6
45f	I settled it myself physically	4	±0.5	4	±0.7	4	±0.7	8	±1.3	9	±1.2	4	±2.5
45h	I called a hotline for advice/information	3	±0.5	3	±0.7	4	±0.7	3	±0.9	3	±0.8	3	±1.5

Note. The percentages presented in this table are based on the total number of members who described their most bothersome situation.

### Ignored the Behavior

Sixty-eight percent of members who described their most bothersome situation indicated that they responded to the situation by ignoring the behavior (see Table 6.1). Of those who ignored the behavior, 7% ( $\pm 0.8$ ) said that it made the situation worse; and 20% ( $\pm 1.2$ ) said that it made the situation better. The vast majority (73%  $\pm 1.3$ ) felt that ignoring the behavior made no difference.

Whites (76%  $\pm 2.0$ ) and Native Americans/Alaskan Natives (82%  $\pm 5.8$ ) were most likely to indicate that ignoring the behavior made no difference. Hispanics (28%  $\pm 2.6$ ) and Asians/Pacific Islanders (28%  $\pm 2.8$ ) were more likely than Whites (17%  $\pm 1.8$ ), Blacks (21%  $\pm 1.8$ ), and Native Americans/Alaskan Natives (12%  $\pm 4.3$ ) to believe that ignoring the behavior made the situation better. The perceived effect of ignoring the behavior did not differ across Services or paygrade categories.

### Acted as if Not Bothered

As shown in Table 6.1, 56% of members who described their most bothersome situation said they acted as though the situation did not bother them. Of those who took this course of action, 9% ( $\pm 1.0$ ) said that it made the situation worse; 70% ( $\pm 1.6$ ) felt that it made no difference; and 21% ( $\pm 1.4$ ) said that it made the situation better.

White members (74%  $\pm 2.3$ ) were more likely than Blacks (64%  $\pm 2.4$ ), Hispanics (61%  $\pm 3.3$ ), and Asians/Pacific Islanders (62%  $\pm 3.4$ ) to believe that acting as if the situation was not bothersome had no effect on the situation. Hispanics (30%  $\pm 3.2$ ) were more likely than Whites (18%  $\pm 2.0$ ), Blacks (23%  $\pm 2.1$ ), and Native Americans/Alaskan Natives (13%  $\pm 4.6$ ) to believe that it made the situation better. The perceived effect of this action did not differ across Services or paygrade categories.

### Avoided the Offender

As shown in Table 6.1, 52% of members who described their most bothersome situation indicated that they responded to the behavior by avoiding the offender(s). Of those who took this action, 7% ( $\pm 0.9$ ) said that it made the situation worse, and 32% ( $\pm 1.6$ ) said that it made the situation better. Sixty-two percent ( $\pm 1.7$ ) felt that avoiding the person(s) made no difference.

Whites ( $63\% \pm 2.6$ ), Blacks ( $63\% \pm 2.5$ ), and Native Americans/Alaskan Natives ( $70\% \pm 9.7$ ) were more likely than Hispanics ( $55\% \pm 3.4$ ) and Asians/Pacific Islanders ( $54\% \pm 3.9$ ) to believe that avoiding the offender(s) made no difference. Alternatively, Whites ( $31\% \pm 2.5$ ), Blacks ( $29\% \pm 2.3$ ), and Native Americans/Alaskan Natives ( $19\% \pm 6.2$ ) were less likely than Hispanics ( $40\% \pm 3.4$ ) and Asians/Pacific Islanders ( $39\% \pm 3.8$ ) to believe that avoidance made the situation better. Once again, the perceived effect of avoiding the offender(s) did not differ across Services or paygrade categories.

### Told the Offender to Stop

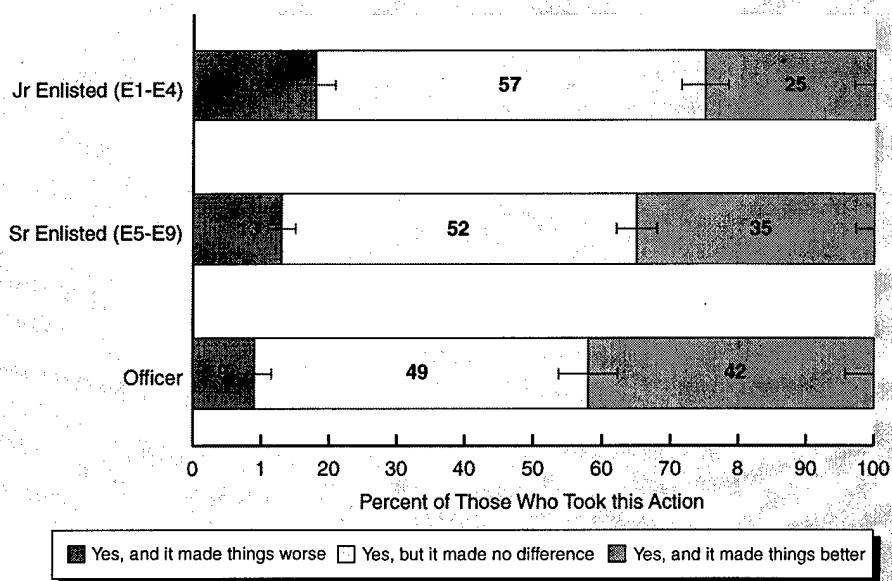
More than one third (38%) of members who described their most bothersome situation indicated that they responded to the situation by asking or telling the offender(s) to stop, either verbally or in writing (see Table 6.1). Of those who had used this action, 15% said that it made the situation worse; and 32% said

that it made the situation better. Over half (53%) felt that telling the offender(s) to stop made no difference.

Whites were more pessimistic than minority racial/ethnic group members about the effect of this action on their most bothersome situation. Whites ( $17\% \pm 2.5$ ) were more likely than Hispanics ( $10\% \pm 1.8$ ) to indicate that telling the offender(s) to stop made the situation worse. Alternatively, Blacks ( $35\% \pm 2.7$ ), Hispanics ( $40\% \pm 3.7$ ), and Asians/Pacific Islanders ( $38\% \pm 4.2$ ) were more likely than Whites ( $29\% \pm 2.9$ ) to indicate that telling the offender(s) to stop made the situation better.

Although the perceived effect of this action did not differ across Services, paygrade-related differences were detected. Junior enlisted personnel (18%) were more likely than officers (9%) to believe that telling the offender(s) to stop made the situation worse (see Figure 6.1). Conversely, officers (42%) were more likely than both junior and senior enlisted

**Figure 6.1**  
*Paygrade-Related Effect of Telling the Offender(s) to Stop During the Most Bothersome Situation*



Source: 1996 EOS Q45c



personnel (25% and 35%, respectively) to believe that this response made the situation better. White junior enlisted personnel ( $22\% \pm 4.5$ ) were particularly likely to feel that telling the offender(s) to stop made the situation worse. They were more likely than Hispanic junior enlisted personnel ( $11\% \pm 2.5$ ), all senior enlisted personnel ( $8\%$  to  $15\% \pm 2.6$  to  $\pm 6.0$ ), and all officers ( $4\%$  to  $13\% \pm 1.9$  to  $\pm 8.2$ ) to feel this way.

### Deciding Whether or Not to Report the Situation

A major decision that faces a service member when the member or his/her family face a bothersome situation is whether or not to report the offensive situation through military or civilian channels. The first portion of this section provides the percentages of people who reported their most bothersome situation through channels. The second portion examines reasons for not reporting some or all aspects of the situation. The final subsection focuses on those situations that were reported, with particular attention paid to the military individuals and offices to whom the situation was reported.

#### Was the Situation Reported?

Survey respondents who described their most bothersome situation were asked if they reported the situation, and, if so, whether it was reported to community and/or military officials (Question 47). Eighty-four percent ( $\pm 0.9$ ) of members who described their most bothersome situation did *not* report the situation to either a military or community official. Twelve percent ( $\pm 0.8$ ) reported the situation to a military official; 2% ( $\pm 0.4$ ) reported to a community official; and 2% ( $\pm 0.4$ ) reported it to both military and community officials.

Whites ( $85\% \pm 1.4$ ), Hispanics ( $85\% \pm 1.7$ ), and Asians/Pacific Islanders ( $86\% \pm 2.4$ ) were more likely than Blacks ( $79\% \pm 1.5$ ) to *not* report the situation. Blacks ( $15\% \pm 1.4$ ) were more likely

than Hispanics ( $10\% \pm 1.2$ ) to report the situation to a military official. Eleven percent of both Whites ( $\pm 1.2$ ) and Asians/Pacific Islanders ( $\pm 2.3$ ) reported the situation to an official in the military.

Because Question 33 allowed members to mark multiple events as part of their most bothersome situation, it was not possible to derive reporting rates for particular types of situations. It is possible, however, to examine reporting rates among those whose most bothersome situation included threats, intimidation, vandalism, or physical assault (Item 33d), while recognizing that these members may also have experienced other types of behaviors which were part of their most bothersome situation. Overall, 10% ( $\pm 0.8$ ) indicated that the situation included threats, intimidation, vandalism, or physical assault. Of this group, 60% ( $\pm 4.2$ ) did *not* report the situation to either a military or community official. Twenty-three percent ( $\pm 3.6$ ) reported the situation to a military official; 9% ( $\pm 2.4$ ) reported it to a community official; and 8% ( $\pm 0.4$ ) reported it to both military and community officials. Thus, while the report rate was somewhat higher for situations that included these events, a substantial percentage of these situations went unreported.

#### Reasons for Not Reporting

The finding that 84% of members who described their most bothersome situation did not report the situation to either a military or community official is particularly noteworthy. If such a large majority of service members do not report any or all aspects of their most bothersome situation, it is unlikely that members would report less troubling situations. To learn why members would choose not to file a report, respondents were provided 19 possible reasons and asked to mark all reasons that explained why they avoided reporting *either some or all aspects* of their most bothersome situation.

As shown in Table 6.2, some reasons for not reporting were far more prevalent than others.

The most common reason was that the member did not think anything would be done in response to the complaint (39%). Other relatively common reasons for not reporting include thinking the harassment or discrimination was not important (29%), the incident involved civilians from the local community (25%), the individual took care of the problem him or herself (24%), and the belief that reporting would make the work environment unpleasant (24%). Detailed findings for these items are provided below. Also, because reprisal-related concerns are particularly important, additional

findings are presented for the four items (56f, 56g, 56h, and 56s) that pertained directly to reprisal.

***Believed nothing would be done.*** Of those who did not report all aspects of their most bothersome situation, 39% felt that nothing would be done in response to such a report (see Table 6.2). Whites (39%) and Blacks (41%) were more likely than Hispanics (37%) and Asians/Pacific Islanders (32%) to believe that nothing would be done.

Those in the Army (41%  $\pm$  2.2), Navy (36%  $\pm$  2.9), Marine Corps (41%  $\pm$  3.3), and Air Force

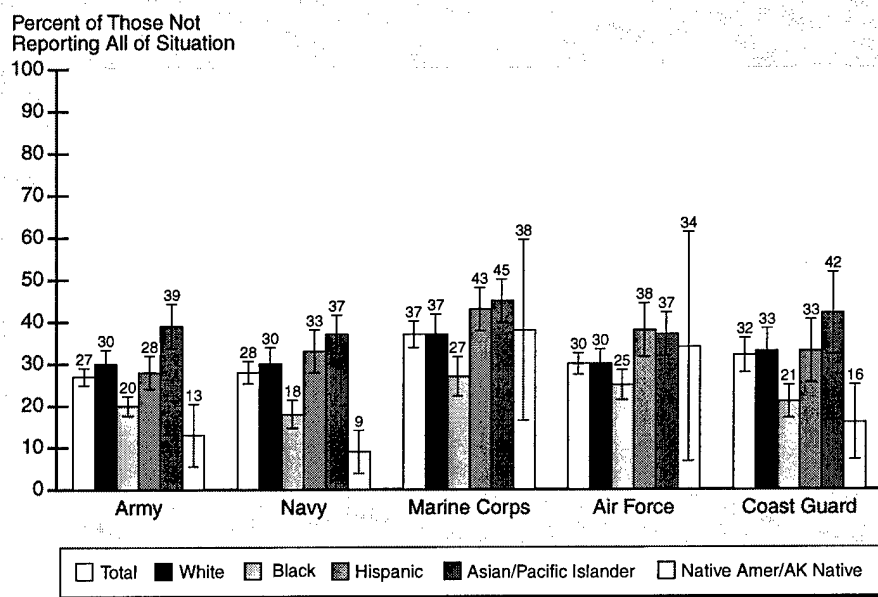
**Table 6.2**  
***Reasons for Not Reporting All Aspects of the Most Bothersome Situation***

Reason for Not Reporting		Racial/Ethnic Group											
		Total		White		Black		Hispanic		Asian/ Pacific Islander		Native Amer/AK Native	
		%	CI	%	CI	%	CI	%	CI	%	CI	%	CI
56e	I didn't think anything would be done	39	$\pm 1.4$	39	$\pm 2.0$	41	$\pm 1.9$	37	$\pm 2.6$	32	$\pm 2.8$	41	$\pm 10.6$
56b	I didn't think it was that important	29	$\pm 1.3$	31	$\pm 1.9$	21	$\pm 1.6$	34	$\pm 2.5$	38	$\pm 2.8$	20	$\pm 7.4$
56m	It involved local civilians	25	$\pm 1.2$	29	$\pm 1.8$	21	$\pm 1.6$	18	$\pm 2.0$	17	$\pm 2.3$	18	$\pm 8.3$
56d	I took care of the problem myself	24	$\pm 1.1$	21	$\pm 1.7$	28	$\pm 1.8$	29	$\pm 2.4$	27	$\pm 2.2$	25	$\pm 8.1$
56j	I thought work environment would be unpleasant	24	$\pm 1.2$	22	$\pm 1.8$	24	$\pm 1.7$	30	$\pm 2.5$	29	$\pm 2.9$	35	$\pm 10.6$
56f	I feared reprisal from the person(s)	14	$\pm 1.0$	14	$\pm 1.5$	12	$\pm 1.3$	15	$\pm 2.1$	17	$\pm 2.9$	21	$\pm 9.3$
56n	I thought I'd be labeled troublemaker	14	$\pm 1.0$	14	$\pm 1.5$	15	$\pm 1.4$	17	$\pm 1.9$	17	$\pm 2.9$	20	$\pm 8.6$
56h	I feared reprisal from supervisor/chain	14	$\pm 1.0$	12	$\pm 1.4$	15	$\pm 1.4$	17	$\pm 2.2$	18	$\pm 3.0$	21	$\pm 9.0$
56s	I thought my performance evaluation/ chances for promotion would suffer	14	$\pm 1.0$	12	$\pm 1.4$	17	$\pm 1.5$	16	$\pm 1.5$	20	$\pm 1.9$	26	$\pm 2.9$
56t	Some other reason	13	$\pm 0.9$	14	$\pm 1.4$	10	$\pm 1.2$	13	$\pm 2.0$	11	$\pm 2.2$	15	$\pm 6.3$
56i	I thought I would not be believed	11	$\pm 0.9$	10	$\pm 1.3$	14	$\pm 1.4$	13	$\pm 1.7$	14	$\pm 2.6$	21	$\pm 10.2$
56k	I thought it'd take too much time/effort	11	$\pm 0.8$	10	$\pm 1.3$	10	$\pm 1.2$	12	$\pm 1.7$	15	$\pm 2.2$	9	$\pm 5.2$
56r	I didn't know name(s) of person(s)	11	$\pm 0.9$	13	$\pm 1.4$	8	$\pm 1.1$	7	$\pm 1.2$	8	$\pm 1.5$	10	$\pm 6.8$
56c	I didn't know what to do	9	$\pm 0.8$	8	$\pm 1.2$	9	$\pm 1.2$	12	$\pm 1.6$	11	$\pm 2.0$	11	$\pm 5.3$
56g	I feared reprisal from person's friends	8	$\pm 0.8$	8	$\pm 1.2$	5	$\pm 0.9$	10	$\pm 1.6$	10	$\pm 2.5$	16	$\pm 9.1$
56l	Person not assigned to my duty station	8	$\pm 0.8$	9	$\pm 1.2$	6	$\pm 1.0$	7	$\pm 1.4$	6	$\pm 1.1$	7	$\pm 4.7$
56p	I didn't want to hurt the person(s)	6	$\pm 0.7$	5	$\pm 1.0$	4	$\pm 0.8$	8	$\pm 1.4$	8	$\pm 1.4$	12	$\pm 8.5$
56q	I wanted to fit in	5	$\pm 0.6$	5	$\pm 0.9$	3	$\pm 0.6$	6	$\pm 1.1$	8	$\pm 1.4$	5	$\pm 3.5$
56o	I was talked out of making formal report	2	$\pm 0.4$	2	$\pm 0.6$	4	$\pm 0.8$	3	$\pm 0.6$	4	$\pm 2.4$	5	$\pm 4.8$

Note. The findings in this table were based on all people who answered Question 56, except for those members who selected the first alternative, *Does not apply, I did report all of it to an installation/Service/DoD individual or organization.*

Figure 6.2

*Percent of Racial/Ethnic Group and Service Who Did Not Report All of Their Most Bothersome Situation Because It Was Unimportant*



Source: 1996 EOS Q56b

(38% ± 2.7) were more likely to express this concern than were Coast Guard members (32% ± 4.1). Finally, junior (41% ± 2.3) and senior (39% ± 2.0) enlisted personnel were more likely than officers (34% ± 2.4) to believe that nothing would be done in response to a report.

#### *Did not think it was that important.*

Twenty-nine percent of those who did not report all aspects of their most bothersome situation indicated that they did not do so because they did not think it was that important (see Table 6.2). Native Americans/Alaskan Natives (20%) and Blacks (21%) were less likely to feel this way than were Whites (31%), Hispanics (34%), and Asians/Pacific Islanders (38%). In addition, Whites were less likely than Asians/Pacific Islanders to cite this as a reason for not reporting.

Service-related differences were also detected. Marines (37%) were more likely than those in the Army (27%), Navy (28%), and Air Force (30%) to indicate that all of the situation was not reported because it was not that important (see Figure 6.2). Hispanics and Asians/Pacific Islanders in the Marine Corps (43% and 45%, respectively) were among those most likely to cite this reason for not reporting; and Native Americans/Alaskan Natives in

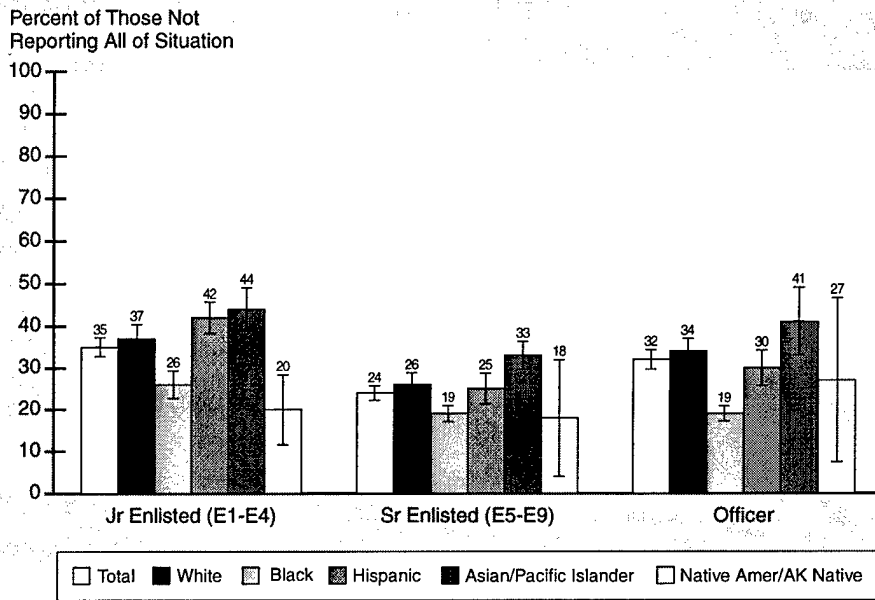
the Navy (9%) were among the least likely.

Differences related to paygrade category were also detected. Junior enlisted personnel (35%) and officers (32%) were more likely than senior enlisted personnel (24%) to indicate that all of the situation was not reported because it was not that important (see Figure 6.3). Black officers (19%) were less likely to espouse this view than were White, Hispanic, and Asian/Pacific Islander officers (34%, 30%, and 41%, respectively). The same pattern existed among junior and senior enlisted personnel.

#### *Involved civilians from the local community.*

Twenty-five percent of those who did not report all aspects of their most bothersome situation indicated that one reason for not reporting it to a military official was because the situation involved civilians

**Figure 6.3**  
**Percent of Racial/Ethnic Group and Paygrade Category**  
**Who Did Not Report All of Their Most Bothersome**  
**Situation Because It Was Unimportant**



Source: 1996 EOS Q56b

from the local community (see Table 6.2). Whites (29%) were the group most likely to cite this reason; their rate was at least 8 percentage points higher than that for any other racial/ethnic group (17% to 21%).

Air Force (32%) and Coast Guard (32%) members were more likely than those in the Army (22%), Navy (24%), and Marine Corps (23%) to not report a situation to military officials because it involved civilians from the local community (see Figure 6.4). Whites in the Air Force (34%) and Coast Guard (35%) were among those most likely to cite this reason for not reporting.

Paygrade-related differences were also found. As shown in Figure 6.5, junior enlisted (19%) were less likely than senior enlisted (27%) to cite

the involvement of civilians living in the local community as a reason for not reporting some or all aspects of their most bothersome situation to military officials. Furthermore, both groups of enlisted personnel were less likely than officers (35%) to cite this reason. While this general pattern held for Whites, there was no difference across paygrade categories for Blacks, Hispanics, and Native Americans/Alaskan Natives. For Asians/Pacific Islanders, junior enlisted (13%) were less likely than

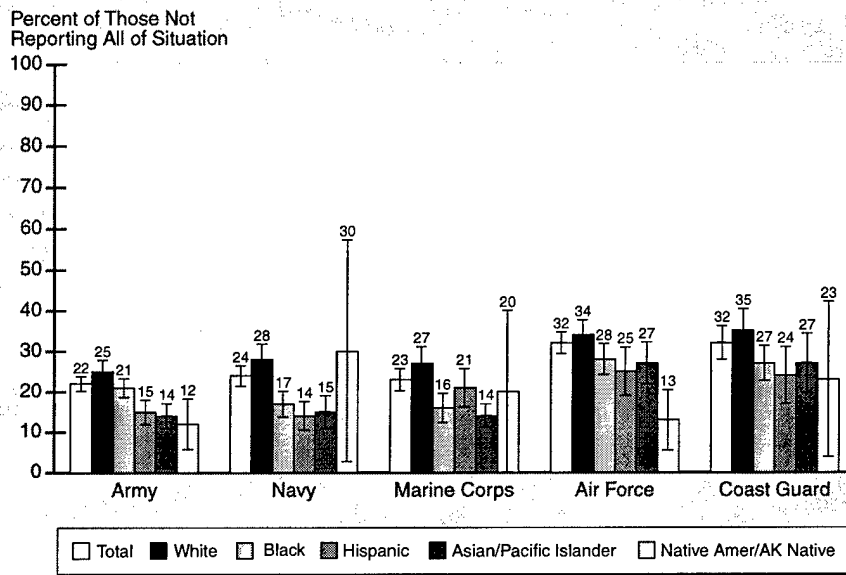
officers (24%) to cite the involvement of civilians as a reason for not reporting.

**Took care of the problem themselves.** Twenty-four percent of those who did not report all aspects of their most bothersome situation indicated that one reason for not reporting it to military officials was that they took care of the problem themselves (see Table 6.2). Whites (21%) were less likely than Blacks (28%), Hispanics (29%), and Asians/Pacific Islanders (27%) to cite this reason for not reporting.

While no paygrade-related difference was detected, Service-related differences were found (see Figure 6.6). Marines (28%) were more likely than those in the Army (23%) and Air Force (21%) to indicate that they did not report some or all aspects of the situation because they

Figure 6.4

*Percent of Racial/Ethnic Group and Service Who Did Not Report All of Their Most Bothersome Situation Because It Involved Local Civilians*



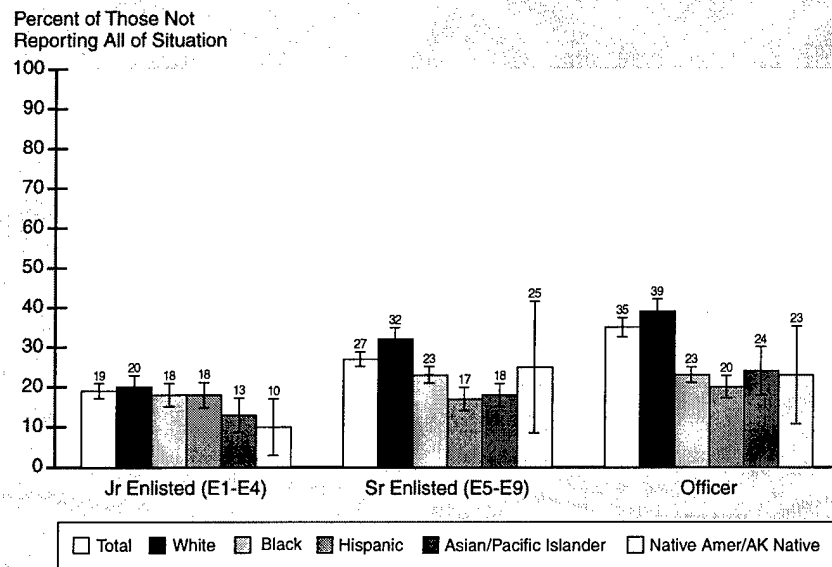
Source: 1996 EOS Q56m

*Felt it would make the work environment unpleasant.* When asked why they did not report all aspects of their most bothersome situation to military officials, 24% indicated, "I thought it would make my work situation unpleasant" (see Table 6.2). Whites (22%) and Blacks (24%) were less likely than Hispanics (30%) and Asians/Pacific Islanders (29%) to feel this way. In addition, Whites were less

handled it themselves. Native Americans/Alaskan Natives in the Air Force (12%), as well as Whites in both the Army and Air Force (20% and 19%, respectively), were the least likely members to cite this reason for not reporting. Marines who were Asian/Pacific Islander (35%) were among those most likely to cite this reason.

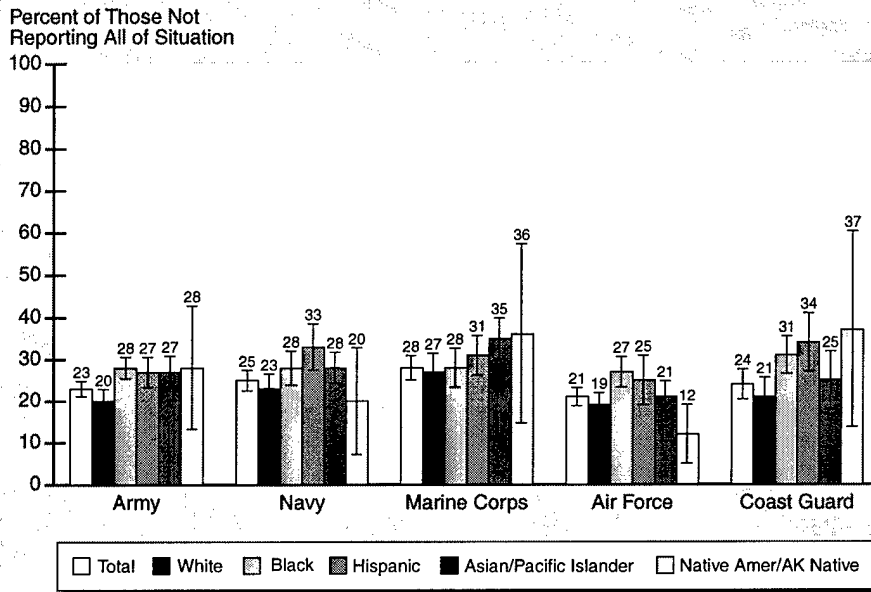
Figure 6.5

*Percent of Racial/Ethnic Group and Paygrade Category Who Did Not Report All of Their Most Bothersome Situation Because It Involved Local Civilians*



Source: 1996 EOS Q56m

**Figure 6.6**  
**Percent of Racial/Ethnic Group and Service Who Did Not Report All of Their Most Bothersome Situation Because They Took Care of the Problem Themselves**



Source: 1996 EOS Q56d

likely than Native Americans/Alaskan Natives (35%) to cite this as a reason for not reporting all aspects of the situation.

While no Service-related difference was detected, differences related to paygrade category are presented in Figure 6.7. Junior enlisted (31%) were more likely than senior enlisted (21%) to cite unpleasantness in the work environment as a reason for not reporting. Further, both groups of enlisted personnel were more likely than officers (14%) to feel this way. Although there were large confidence intervals, the paygrade-related differences were particularly extreme for Native Americans/Alaskan Natives. Within this racial/ethnic group, junior enlisted (49%) were among those most likely to worry about the effect of making a report on their work environment, and officers (8%) were among those least likely. In addition, proportionately few White officers

(11%) indicated that this was a reason for their not reporting all aspects of their most bothersome situation.

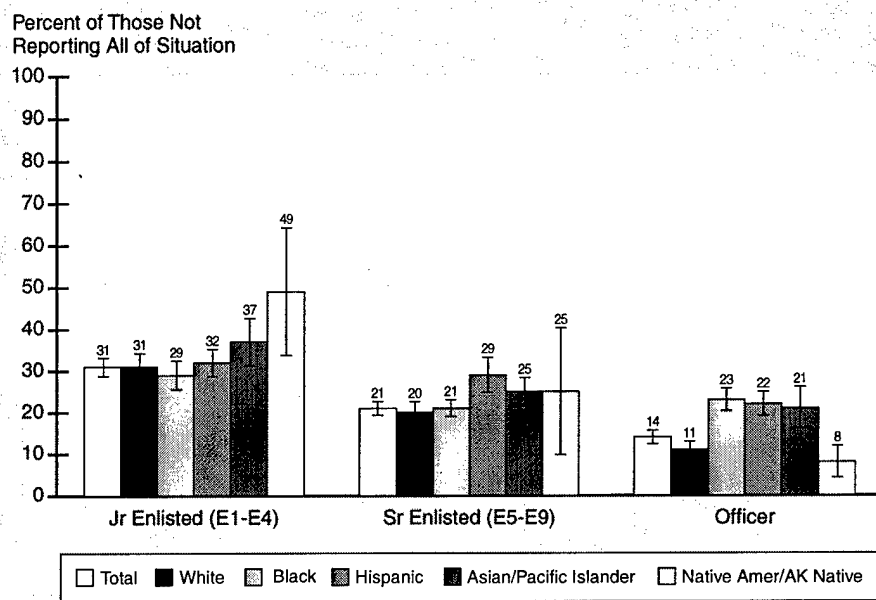
#### *Fear of reprisal.*

Freedom from reprisal is a keystone to establishing an effective reporting system. Consequently, four items in the EOS assessed whether or not fear of reprisal was a reason for not reporting all aspects of one's most bothersome situation. Three of the items began, "I was afraid of retaliation or reprisals from..."; and they ended with "the person(s) who

did it" (Item 56f), "friends/associates of the person(s) who did it" (Item 56g), or "my supervisor or chain of command" (Item 56h). The fourth item did not mention retaliation or reprisal but did assess a similar concern: "I thought my performance evaluation or chance for promotion would suffer" (Item 56s).

As shown earlier in Table 6.2, the overall percentages for three of the four items were identical. Fourteen percent of members who did not report all aspects of their most bothersome situation feared reprisal from the offender, feared reprisal from one of their superiors, and indicated that their performance evaluation or chance for promotion would suffer. Eight percent indicated they did not report all aspects of their most bothersome situation because they feared reprisal from friends or associates of the person(s) who harassed or discriminated against them.

**Figure 6.7**  
*Percent of Racial/Ethnic Group and Paygrade Category Who Did Not Report All of Their Most Bothersome Situation Because the Work Environment Would Be Unpleasant*



Source: 1996 EOS Q56j

Aggregating responses across the four items revealed that 25% of those who did not report all of their most bothersome situation were concerned about at least one type of reprisal (see Figure 6.8). Asians/Pacific Islanders (30%) and Hispanics (28%) were more likely than Whites (23%) to indicate that fear of reprisal was a reason for not reporting.

Service-related differences are presented in Figure 6.9. Those in the Coast Guard (20%) were less likely than those in the Navy (28%) to indicate that fear of reprisal was a reason for not reporting all aspects of their most bothersome situation. The percentages for Army (25%), Marine Corps (22%), and Air Force (22%) fell between the two extremes. Whites in the Coast Guard (18%) and Hispanics in the Marine Corps (19%) were among those least likely to be concerned about reprisal. Asians/Pacific Islanders in the Navy (35%) and Hispanics in the

Army (33%) were among those most likely to be concerned.

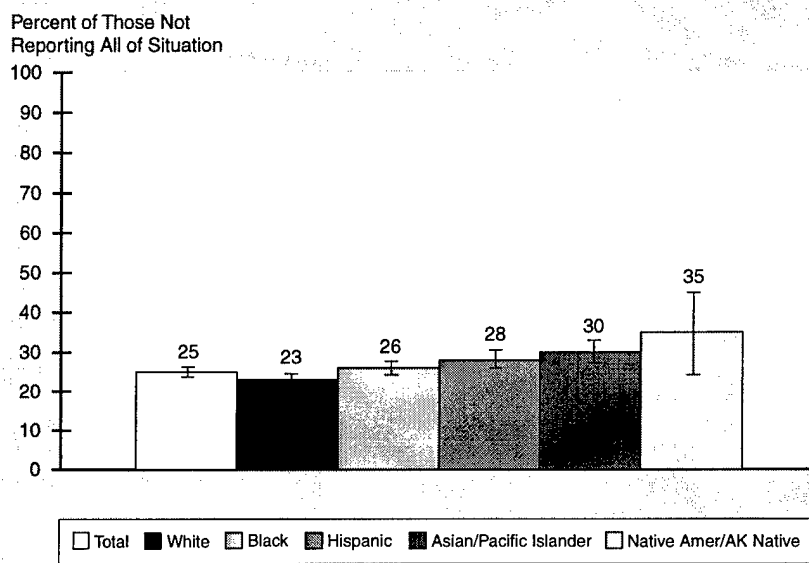
Differences related to paygrade category were also found among those who did not report all aspects of their most bothersome situation. As shown in Figure 6.10, junior and senior enlisted personnel (28% and 24%, respectively) were more likely than officers (18%) to be concerned about reprisal. White officers (15%) were among those least likely to indicate that they feared some type of retaliation or reprimand.

Junior enlisted who were Asian/Pacific Islander and Native American/Alaskan Native (34% and 47%, respectively) were among those most likely to fear reprisal.

#### To Whom Was the Situation Reported?

The discussion now shifts to aspects of the situation that were reported to military officials. Respondents who described their most bothersome situation were presented with a list of eight installation/Service/DoD individuals and organizations and asked whether or not they had reported the situation to each. The available reporting channels included, for example, the target's immediate supervisor, the offender's immediate supervisor, and the Inspector General office. For each channel, the individual could answer *No, I did not report it to this person/office; Yes, and it made things*

**Figure 6.8**  
*Percent of Racial/Ethnic Group Who Did Not Report All of Their Most Bothersome Situation Because They Feared Reprisal*



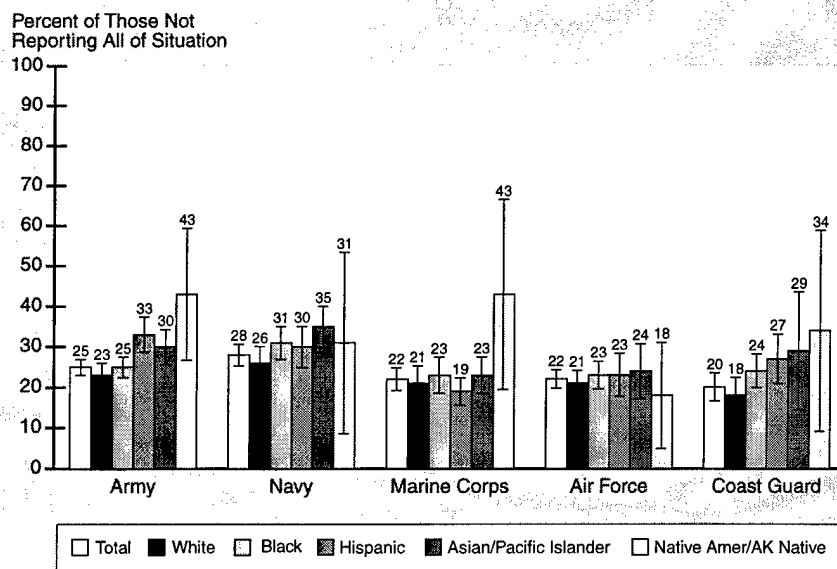
Source: 1996 EOS Q56f-h,s

low rates are to be expected given the low percentage (i.e., 14% as shown earlier in the Question 47 findings) of individuals who reported some or all aspects of their most bothersome situation to a military official. The remainder of this section focuses on the two most commonly used military channels for reporting. The results include a review of the perceived effects of reporting the situation to those individuals.

worse; Yes, but it made no difference; and Yes, and it made things better.

Table 6.3 shows the percentage of members who indicated that, Yes..., they had reported the situation to a particular person/office. Only two of the channels for reporting were used by at least 10% of those individuals who described their most bothersome situation. These

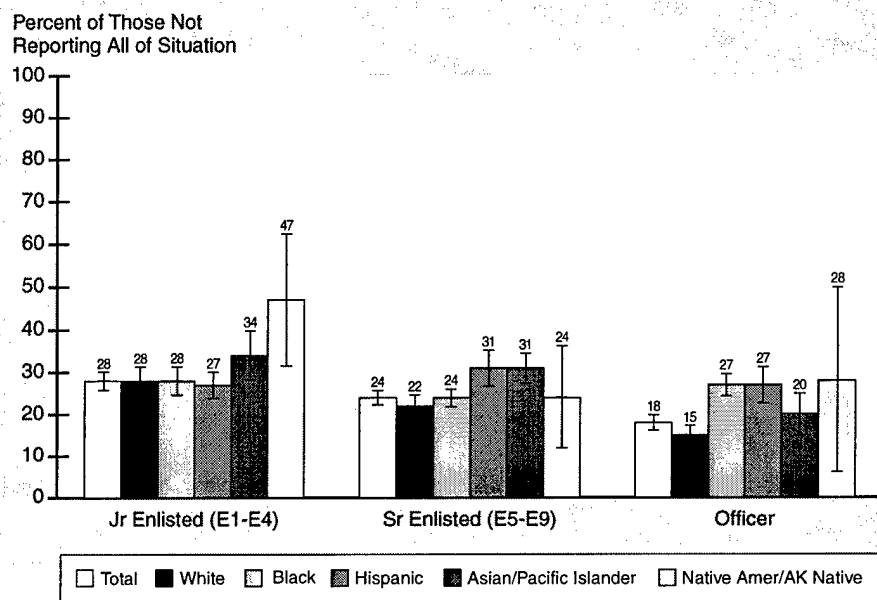
**Figure 6.9**  
*Percent of Racial/Ethnic Group and Service Who Did Not Report All of Their Most Bothersome Situation Because They Feared Reprisal*



Source: 1996 EOS Q56f-h,s



**Figure 6.10**  
**Percent of Racial/Ethnic Group and Paygrade Category**  
**Who Did Not Report All of Their Most Bothersome**  
**Situation Because They Feared Reprisal**



Source: 1996 EOS Q56f-h, s

*My immediate supervisor.* Twelve percent of members who answered the questions about their most bothersome situation indicated that they reported the situation to their immediate supervisor (see Table 6.3). Of those who reported the situation to their supervisor, 13% ( $\pm 2.4$ ) said that it made the situation worse, and 18% ( $\pm 2.6$ ) said that it made the situation better. Over two thirds ( $69\% \pm 3.3$ ) of those who reported the most bothersome situation to their supervisors

**Table 6.3**  
**Members Who Reported Their Most Bothersome Situation to Each Type of Military Official**

Military person or office contacted by the target	Racial/Ethnic Group											
	Total		White		Black		Hispanic		Asian/Pacific Islander		Native Amer/AK Native	
	%	CI	%	CI	%	CI	%	CI	%	CI	%	CI
48a My immediate supervisor	12	$\pm 0.8$	10	$\pm 1.2$	16	$\pm 1.4$	11	$\pm 1.3$	11	$\pm 2.4$	13	$\pm 7.9$
48b Someone else in my chain of command	10	$\pm 0.7$	8	$\pm 1.1$	13	$\pm 1.3$	10	$\pm 1.5$	9	$\pm 1.8$	14	$\pm 8.0$
48c Supervisor(s) of person(s) who did it	8	$\pm 0.7$	7	$\pm 0.9$	12	$\pm 1.3$	9	$\pm 1.5$	8	$\pm 1.8$	9	$\pm 4.9$
48e Special military office for this problem	5	$\pm 0.5$	3	$\pm 0.7$	8	$\pm 1.0$	4	$\pm 0.8$	4	$\pm 1.5$	7	$\pm 4.7$
48d Military law enforcement officials	3	$\pm 0.4$	3	$\pm 0.7$	2	$\pm 0.6$	2	$\pm 0.9$	2	$\pm 0.9$	3	$\pm 3.8$
48f Inspector General (IG) office	2	$\pm 0.3$	1	$\pm 0.5$	4	$\pm 0.7$	2	$\pm 0.6$	1	$\pm 0.6$	3	$\pm 3.8$
48h Other military person/office	2	$\pm 0.4$	2	$\pm 0.5$	2	$\pm 0.6$	2	$\pm 0.8$	2	$\pm 1.8$	2	$\pm 1.9$
48g Judge Advocate General (JAG) office	1	$\pm 0.3$	1	$\pm 0.4$	3	$\pm 0.6$	2	$\pm 0.7$	2	$\pm 0.7$	1	$\pm 0.3$

Note. The percentages presented in this table are based on the total number of members who described their most bothersome situation.

felt that it made no difference. Hispanics ( $8\% \pm 2.5$ ) and Native Americans/Alaskan Natives ( $4\% \pm 3.2$ ) were less likely than Blacks ( $17\% \pm 3.8$ ) to feel that reporting the situation to their supervisor made it worse.

The perceived effect of reporting a situation to one's immediate supervisor did not differ across Services. Paygrade-related differences were, however, detected. Officers (30%) were more likely than junior and senior enlisted (17% and 18%, respectively) to feel that reporting the situation to one's supervisor made the situation better (see Figure 6.11).

**Someone else in the target's chain of command.** Of those who described their most bothersome situation, 10% indicated they reported it to "Someone else in their chain of command (including the commanding officer)" (see Table 6.3). "Someone else" implied someone other than the target's immediate supervisor. Of the members who reported the

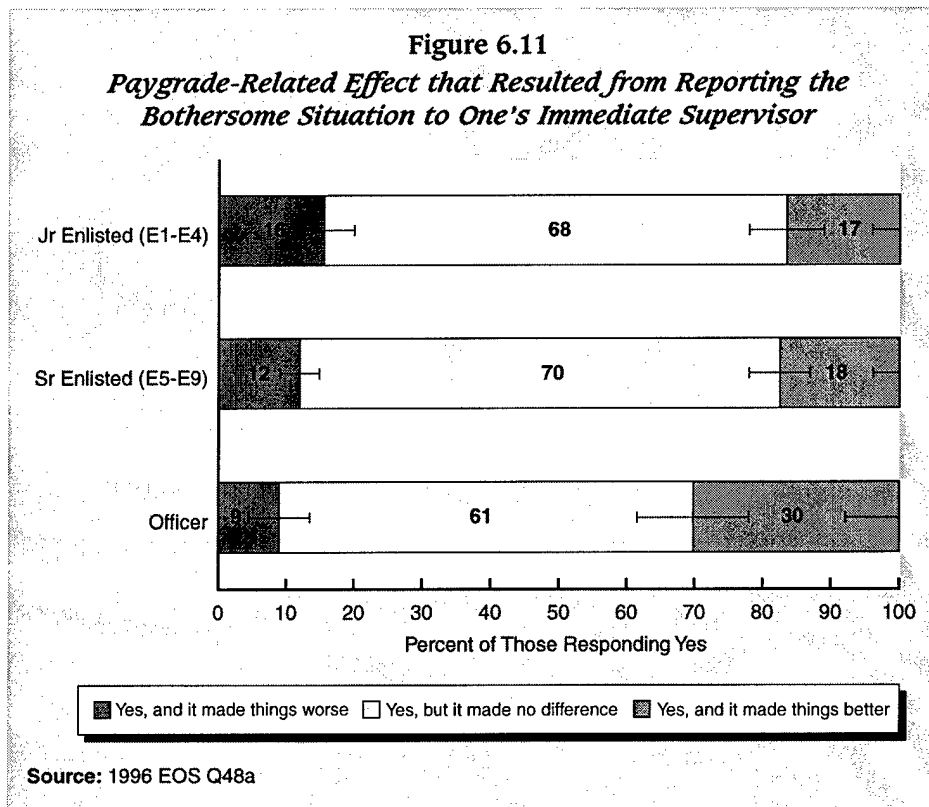
situation to someone else, 7% ( $\pm 0.9$ ) said it made the situation worse; 32% ( $\pm 1.6$ ) said it made the situation better; and 62% ( $\pm 1.7$ ) said it did not make a difference. Native Americans/Alaskan Natives ( $19\% \pm 6.2$ ) were least likely to believe that reporting the situation to someone else made the situation better. In addition, Whites ( $31\% \pm 2.5$ ) and Blacks ( $29\% \pm 2.3$ ) were less likely than Hispanics ( $40\% \pm 3.4$ ) and Asians/Pacific Islanders ( $39\% \pm 3.8$ ) to believe that reporting to someone else in the chain improved the situation.

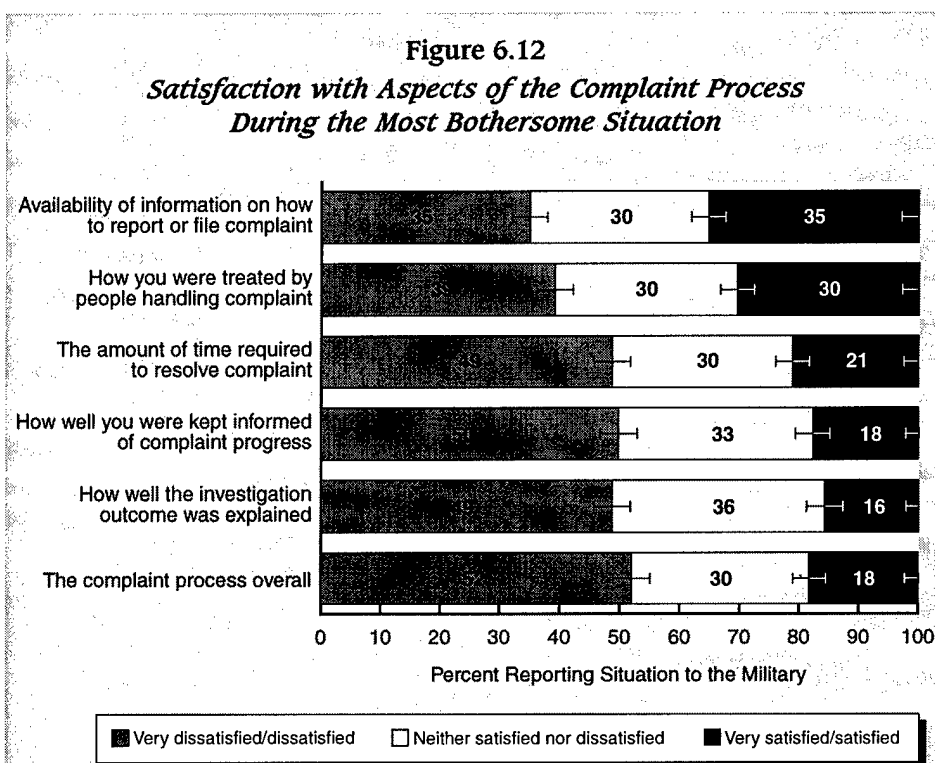
Neither Service- nor paygrade-related differences were detected with regard to the effect of reporting the most bothersome situation to someone else in the target's chain of command.

### Satisfaction with the Reporting Process

Those individuals who reported some or all of their most bothersome situation to a military official were

asked about their satisfaction with various aspects of the reporting process. The quality and accessibility of the information available to an individual before, during, and at the conclusion of the reporting process can play a pivotal role in how the individual perceives the process. Consequently, the survey asked about the individual's satisfaction with the availability of information on how to file a complaint, on the progress of





Source: 1996 EOS Q51

the investigation, and on the outcome of the investigation. The questionnaire also assessed complainants' satisfaction with the way they were treated by the people handling the complaint, with the amount of time required to resolve a complaint, and with the complaint process overall. Response alternatives for the six items were *very dissatisfied*, *dissatisfied*, *neither satisfied nor dissatisfied*, *satisfied*, and *very satisfied*.

**Table 6.4**  
*Members Satisfied/Very Satisfied with the Complaint Process  
During Their Most Bothersome Situation*

Aspects of the Reporting Process		Racial/Ethnic Group											
		Total		White		Black		Hispanic		Asian/ Pacific Islander		Native Amer/AK Native	
		%	CI	%	CI	%	CI	%	CI	%	CI	%	CI
51a	Avail of info on how to file complaint	35	±2.9	36	±4.7	36	±3.8	32	±5.7	37	±9.0	21	±14.4
51b	Treatment by those handling complaint	30	±2.8	32	±4.7	29	±3.5	29	±4.7	26	±6.7	20	±14.2
51c	Time required to resolve complaint	21	±2.4	21	±4.1	21	±3.1	23	±4.2	25	±6.7	16	±13.1
51d	Info about progress of the complaint	18	±2.3	16	±3.6	21	±3.1	16	±3.4	21	±6.4	37	±29.9
51f	Complaint process overall	18	±2.3	19	±4.0	17	±2.8	17	±3.4	21	±6.3	16	±13.1
51e	Explanation of investigation outcome	16	±2.1	15	±3.5	17	±2.8	15	±3.3	19	±6.1	16	±13.1

Note. The percentages in the table are based on the total number of members who reported their most bothersome situation to a military official.

A review of the findings in Figure 6.12 shows that the percentage who indicated that they were *satisfied* or *very satisfied* ranged from 16% to 35%. For each aspect of the process, about one third of the members were *neither satisfied nor dissatisfied*; whereas, 35% to 52% were *dissatisfied* or *very dissatisfied*.

An equally notable finding is that no difference was found across racial/ethnic groups for any of the six satisfaction items (see Table 6.4). For each aspect of the complaint process, a similar percentage of members in each group was satisfied. In addition, satisfaction with each aspect of the complaint process did not differ by Service.

Satisfaction with several aspects of the complaint process differed by paygrade category. Junior enlisted ( $28\% \pm 4.6$ ) were less likely than senior enlisted ( $39\% \pm 4.1$ ) and officers ( $48\% \pm 6.7$ ) to be *satisfied/very satisfied* with the availability of information on how to file a complaint. There was no difference between senior enlisted and officers. In addition, junior enlisted ( $27\% \pm 4.5$ ) were less likely than officers ( $41\% \pm 6.7$ ) to be *satisfied/very satisfied* with the treatment they received from the people handling their complaint. The degree to which senior enlisted personnel ( $31\% \pm 4.0$ ) were *satisfied/very satisfied* did not differ from that for either junior enlisted personnel or officers.

Appendix E contains the race/ethnic and Service breaks for each satisfaction item in Question 51 for those interested in more detailed information. Readers, however, should avoid making racial/ethnic and Service comparisons since the confidence intervals surrounding the percentages for these items are quite large.

Although the data contained in Table 6.4 and Appendix E provides information about members' assessments of the reporting process, more is needed

to fully understand this important issue. Because of the limitations of written questionnaires, however, detailed probing of specific issues is often difficult. Currently under consideration are ways to elicit more specific responses about satisfaction with the reporting process.

## Outcomes from the Complaint

The EOS included two multi-item questions that focused on the outcomes of the complaint filed about a member's most bothersome situation. One question asked respondents to answer *yes* or *no* to 13 items that were introduced with the question, "Were any of the following actions taken in response to your reporting it?" The items included statements such as, "My complaint was investigated," "The person(s) who did it were talked to about the behavior," and "I was reassigned against my will."

The other question presented six potential outcomes and asked respondents to indicate whether each outcome was *true* or *false* in regard to their complaint. This question included outcomes such as, "They found my complaint to be substantiated," "They took action against me," and "They did nothing." The population for this second question was slightly different than that for the first question because it included only those individuals whose complaints were no longer being processed. Approximately 80% of members who answered the former question (a) had their complaints fully processed and (b) answered the latter question.

The 19 items from these two questions were grouped into three sets of homogeneous issues: pro-complainant actions, negative effects on the complainant, and other organizational responses. The findings for each set of issues are reviewed in the following subsections.

### Pro-Complainant Actions

Seven items focused on positive outcomes for the complainant. Table 6.5 provides an abridged version of each item, the overall percentage of complainants who indicated that an action resulted from their report, and the percentage for each racial/ethnic group.

The percentage of cases in which a pro-complainant action resulted from a report about the most bothersome situation varied substantially. Counseling the person(s) who did it about the behavior was the action most frequently taken; it occurred in response to more than half (51%) of the complaints. Approximately one third (32%) of complainants said that the situation addressed in the report was corrected, and 26% of complainants indicated that, "Someone explained the rules on discrimination and harassment more clearly to everyone in the unit/office/place where the problem had occurred." Twenty-three percent of complainants indicated that, as a result of the report, action was taken against the offender(s). Few complainants indicated that the offender(s)

was reassigned (10%), the offender(s) was made to apologize (9%), or that they (as the target) requested and were granted reassignment (9%).

When the percentages were compared across racial/ethnic groups, differences were detected for one item. Whites (6%) were less likely than Blacks (12%), Hispanics (14%), or Asians/Pacific Islanders (16%) to indicate that the offender was made to apologize. There was no difference across Services or paygrade categories in the percentage of cases in which pro-complainant actions were taken.

### Negative Effects on the Complainant

Five items examined the negative consequences that filing a report of racial/ethnic harassment or discrimination could have on the complainant. Table 6.6 shows that the most commonly cited negative effects were perceived encouragement to drop the complaint (27%) and hostility from the supervisor or others in the chain of command (25%). Approximately 1 in 6 complainants also noted that action was

**Table 6.5**  
*Members Who Indicated Pro-Complainant Action Was Taken to Correct Their Most Bothersome Situation*

Pro-Complainant Action		Racial/Ethnic Group											
		Total		White		Black		Hispanic		Asian/ Pacific Islander		Native Amer/AK Native	
		%	CI	%	CI	%	CI	%	CI	%	CI	%	CI
50a	Person(s) talked to about behavior	51	±3.1	48	±5.1	53	±4.1	57	±5.8	48	±9.0	48	±26.4
54b	Situation corrected	32	±3.1	32	±5.2	31	±4.0	34	±6.0	41	±9.1	26	±19.1
50d	Rules explained to whole unit	26	±2.7	26	±4.5	25	±3.4	33	±5.9	31	±8.4	30	±22.3
54c	Action taken against offender(s)	23	±2.9	23	±4.9	22	±3.9	24	±5.0	25	±7.1	18	±15.3
50b	Person(s) transferred/reassigned	10	±1.8	10	±3.2	10	±2.3	11	±2.8	7	±2.6	9	±9.2
50c	Person(s) made to apologize	9	±1.6	6	±2.4	12	±2.5	14	±3.1	16	±4.9	16	±20.7
50j	I requested & granted reassignment	9	±1.7	7	±2.7	11	±2.4	11	±3.2	14	±8.2	17	±14.8

Note. Question 50 was asked of all members who filed a complaint with a military official about their most bothersome situation; whereas, Question 54 was asked of the subgroup whose complaint had been fully processed. In other words, findings for Question 54 did not include anyone whose complaint was still being processed.

**Table 6.6**  
*Members Who Indicated Negative Effects on Complainant for Reporting Their Most Bothersome Situation*

Negative Effect on Complainant	Racial/Ethnic Group											
	Total		White		Black		Hispanic		Asian/Pacific Islander		Native Amer/AK Native	
	%	CI	%	CI	%	CI	%	CI	%	CI	%	CI
50f I was encouraged to drop complaint	27	±2.8	26	±4.5	25	±3.7	33	±6.3	29	±11.1	36	±24.3
50h Superior(s) hostile to complainant	25	±2.6	19	±4.0	31	±3.8	35	±6.5	27	±10.8	37	±24.0
54d Action taken against complainant	17	±2.5	14	±4.0	19	±3.5	20	±5.6	19	±5.7	26	±24.3
50i Co-workers hostile to complainant	15	±2.2	13	±3.4	16	±3.2	16	±3.9	19	±9.5	26	±22.1
50k Complainant reassigned against will	6	±1.5	5	±2.2	7	±2.2	9	±4.5	7	±3.0	11	±13.1

Note. Question 50 was asked of all members who filed a complaint with a military official about their most bothersome situation; whereas, Question 54 was asked of the subgroup whose complaint had been fully processed. In other words, findings for Question 54 did not include anyone whose complaint was still being processed.

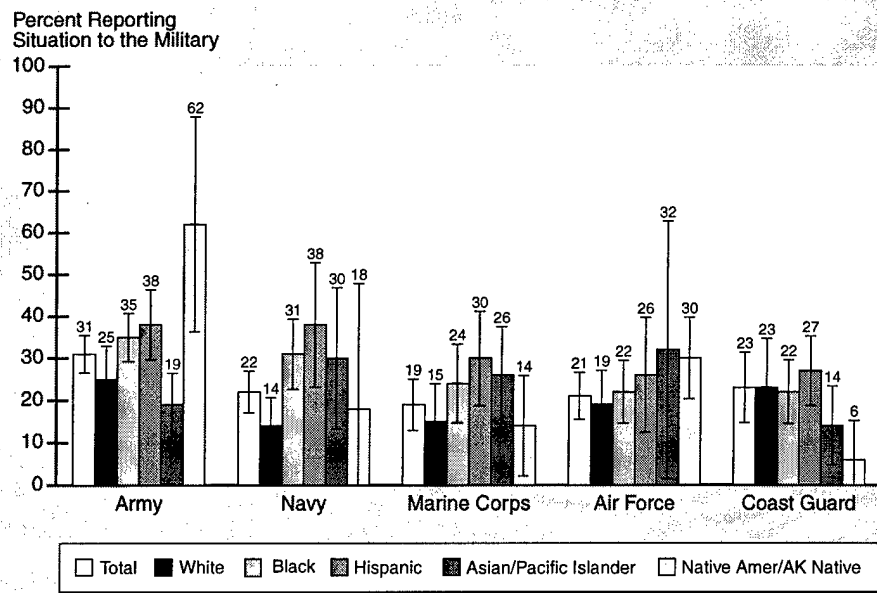
taken against them as the complainant (17%) or that they experienced hostility from their co-workers (15%). Few (6%) members reported that they were reassigned against their will.

A difference among racial/ethnic groups was detected for only one item in Table 6.6. Blacks (31%) and Hispanics (35%) were more likely than Whites (19%) to indicate that their superiors were hostile as a result of reporting their most bothersome situation.

There was only one instance in which a Service-related difference was detected. Army personnel (31%) were more likely than Marines (19%)

to indicate they experienced hostility from superiors because they reported their situation (see Figure 6.13).

**Figure 6.13**  
*Percent of Racial/Ethnic Group and Service Who Indicated Experiencing Hostility from Their Chain of Command for Reporting Their Most Bothersome Situation*



Source: 1996 EOS Q50h

## The Most Bothersome Situation—Handling and Reporting the Experience

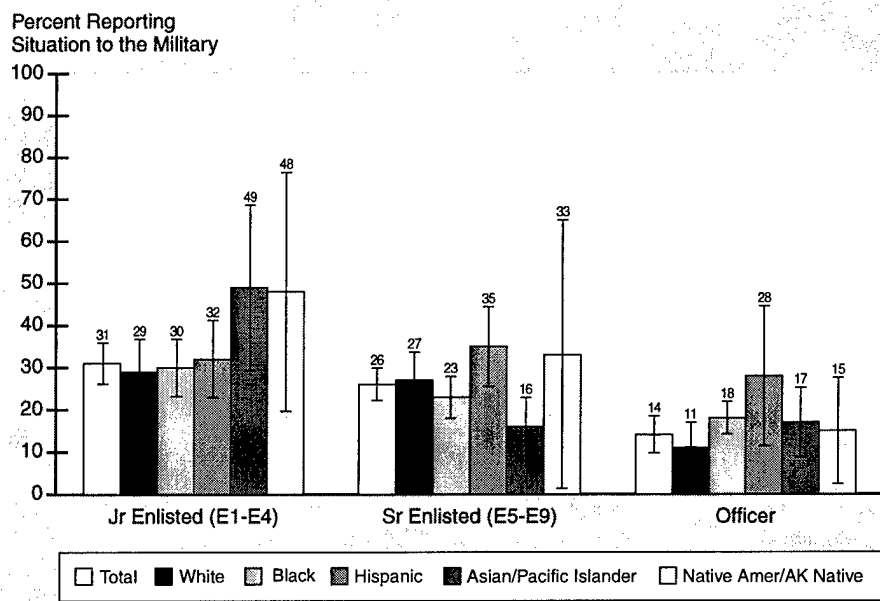
The percentages for the Navy (22%), Air Force (21%), and Coast Guard (23%) fell between the percentages for the Army and the Marine Corps. Whites in the Navy and Marine Corps (14% and 15%, respectively), together with Native Americans/Alaskan Natives in the Coast Guard (6%), were among those least likely to indicate they experienced hostility from a superior. Blacks and Hispanics in the Army (35% and 38%, respectively), as well as Hispanics in the Navy (38%), were among those most likely to say that they had experienced hostility from a supervisor or others in the chain of command as a result of reporting their most bothersome situation.

Paygrade-related differences were detected for three of the five items. Junior and senior enlisted personnel (31% and 26%, respectively) were more likely than officers (14%) to say that they had been encouraged to drop their harassment or discrimination complaint (see Figure 6.14).

White officers (11%) were among those least likely to indicate they were encouraged to drop their complaint. Junior enlisted who were either Asian/Pacific Islander (49%) or Native American/Alaskan Native (48%) were among those most likely to say that they were encouraged to drop their complaint.

Junior enlisted personnel (29%) were more likely than officers (17%) to indicate that they had experienced hostility from a superior or others in their chain of command in reaction to filing a complaint (see Figure 6.15). The percentage for senior enlisted personnel (23%) fell between the other values. White officers (13%) were among those least likely to say that they experienced hostility from a superior as a result of filing a complaint; junior enlisted personnel who were Hispanic or Asian/Pacific Islander (36% and 41%, respectively) were among those most likely to note hostility from a superior or others in their chain of command.

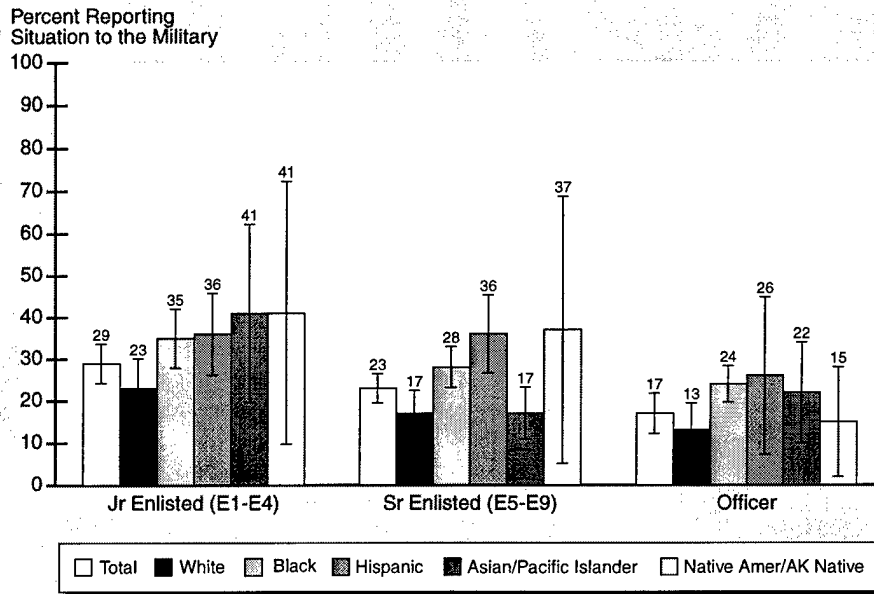
**Figure 6.14**  
*Percent of Racial/Ethnic Group and Paygrade Category Who Indicated that They Were Encouraged to Drop the Complaint for Their Most Bothersome Situation*



Source: 1996 EOS Q50f

Junior enlisted personnel (20%) were more likely than officers (10%) to say that an action had been taken against them as a result of their complaint (see Figure 6.16). The percentage for senior enlisted (15%) fell midway between the rates for the other two groups. Figure 6.16 shows that there was little difference among the percentages for racial/ethnic groups within each paygrade category.

**Figure 6.15**  
*Percent of Racial/Ethnic Group and Paygrade Category Who Indicated Experiencing Hostility from Their Chain of Command for Reporting Their Most Bothersome Situation*



Source: 1996 EOS Q50h

#### Other Organizational Findings/Responses to the Complaint

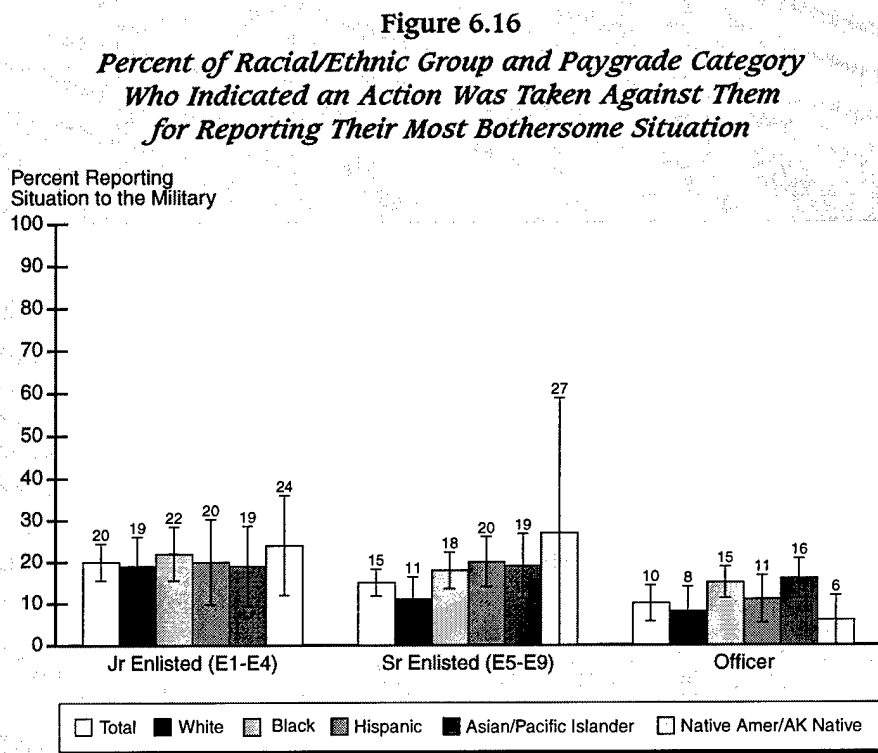
Table 6.7 shows six organizational findings or responses that could result from a member's complaint of racial/ethnic harassment or discrimination. Fifty-seven percent of those who reported their most bothersome situation indicated that their complaint was substantiated. In addition, over half of the complainants (51%) noted that nothing was done as a result of their complaint, and 49% said that their complaint was discounted or not taken seriously. Further analyses revealed that 39% ( $\pm 4.3$ ) of those who indicated that their complaint was substantiated also said that nothing was done in response to the complaint. Thus, it seems many members believed that no actions were taken even when their complaints had been substantiated.

been fully processed vs. all members who filed a complaint).

The overall percentage for the last item shown in Table 6.7 is difficult to explain when considered in conjunction with the percentage indicating that the complaint was substantiated. Fifty-seven percent of members said that their complaint was substantiated, but only 31% said that their complaint was investigated. One explanation for these seemingly contradictory results may be differing personal definitions of what constitutes an investigation. Some respondents may have felt that an investigation entails only formal modes of inquiry. If this were the case, those members might have answered *yes* only if such procedures were used in response to their complaint. Consequently, they may have indicated that an investigation did not

Table 6.7 also shows that both Questions 50 and 54 had an item that asked whether or not the member knew if anything was done as a result of the complaint (Items 54f and 50l). The small difference between the percentages for the two items (i.e., 38% vs. 35%) was primarily the result of the slightly different population for each item. The higher rate was obtained for the more limited population (i.e., only those members whose complaints had





occur if their complaint required less formal methods (e.g., talking with the offender about the behavior). It is also possible that some respondents were unfamiliar with the term "substantiated."

Although no difference among racial/ethnic groups was detected for any of these items, one Service-related difference was found. As shown in Figure 6.17, complaints made by Navy personnel (53%) were less

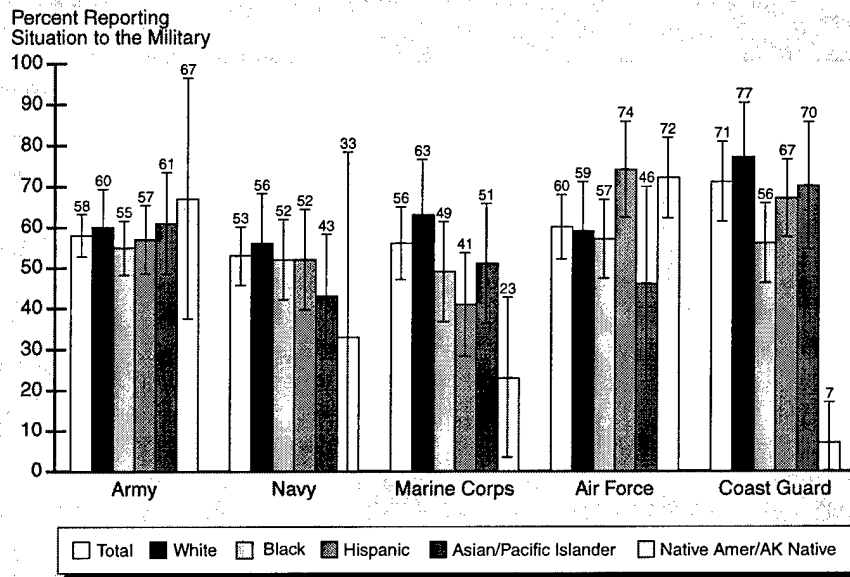
**Table 6.7**  
*Members Who Indicated Each Type of Organizational Finding or Response to a Complaint About Their Most Bothersome Situation*

Organization's Finding or Response	Racial/Ethnic Group											
	Total		White		Black		Hispanic		Asian/Pacific Islander		Native Amer/AK Native	
	%	CI	%	CI	%	CI	%	CI	%	CI	%	CI
54a Substantiated complaint	57	±3.5	60	±5.8	54	±4.6	56	±6.1	49	±10.1	48	±29.8
54e Did nothing	51	±3.4	53	±5.6	48	±4.5	49	±6.8	47	±10.2	53	±29.2
50g Discounted complaint	49	±3.1	47	±5.1	50	±4.1	52	±5.9	52	±9.1	61	±23.5
54f Don't know if anything done	38	±3.4	38	±5.5	36	±4.4	42	±6.9	46	±9.7	34	±25.8
50l Don't know what action taken	35	±3.0	34	±4.8	36	±4.1	37	±5.5	36	±7.4	24	±16.3
50e Investigated complaint	31	±2.9	33	±4.8	30	±3.8	24	±4.2	28	±8.6	31	±22.8

Note. Question 50 was asked of all members who filed a complaint with a military official about their most bothersome situation; whereas, Question 54 was asked of the subgroup whose complaint had been fully processed. In other words, findings for Question 54 did not include anyone whose complaint was still being processed.

Figure 6.17

*Percent of Racial/Ethnic Group and Service Who Indicated that the Complaint about Their Most Bothersome Situation Was Substantiated*



Source: 1996 EOS Q54a

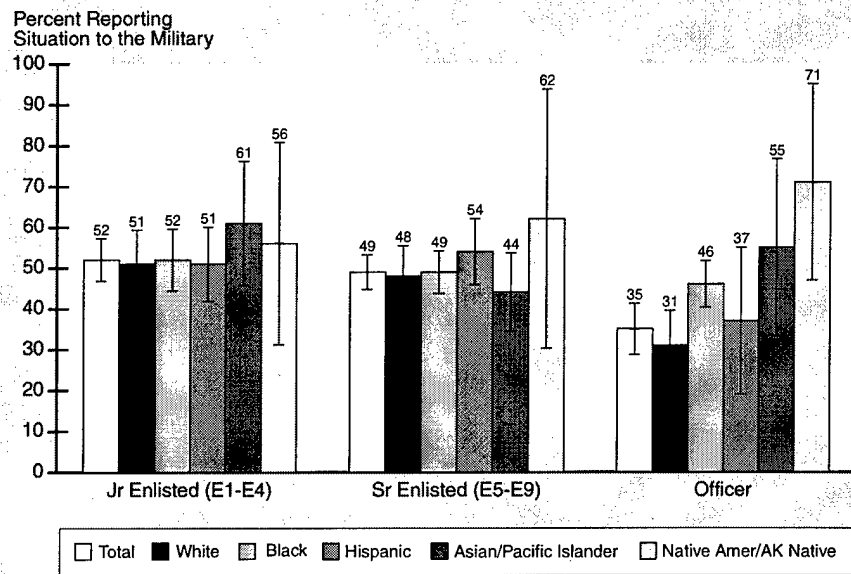
Alaskan Natives in the Coast Guard (7%) were among those least likely.

One paygrade-related difference was detected for these items. As shown in Figure 6.18, junior and senior enlisted personnel (52% and 49%, respectively) were more likely than officers (35%) to feel that their complaint had been discounted. While this general pattern held for

likely to be substantiated than those made by Coast Guard personnel (71%). Also, there was a large difference between Whites and Native Americans/Alaskan Natives in the Coast Guard. Whites in the Coast Guard (77%) were among those most likely to indicate that their complaint had been substantiated; whereas, Native Americans/

Figure 6.18

*Percent of Racial/Ethnic Group and Paygrade Category Who Felt the Complaint About Their Most Bothersome Situation Was Discounted*



Source: 1996 EOS Q50g

## The Most Bothersome Situation—Handling and Reporting the Experience

Whites, it did not hold for minority racial/ethnic groups. For the members of minority racial/ethnic groups, the views of enlisted personnel did not differ from the views of officers.

### Effect of the Complaint on the Target's Military Career

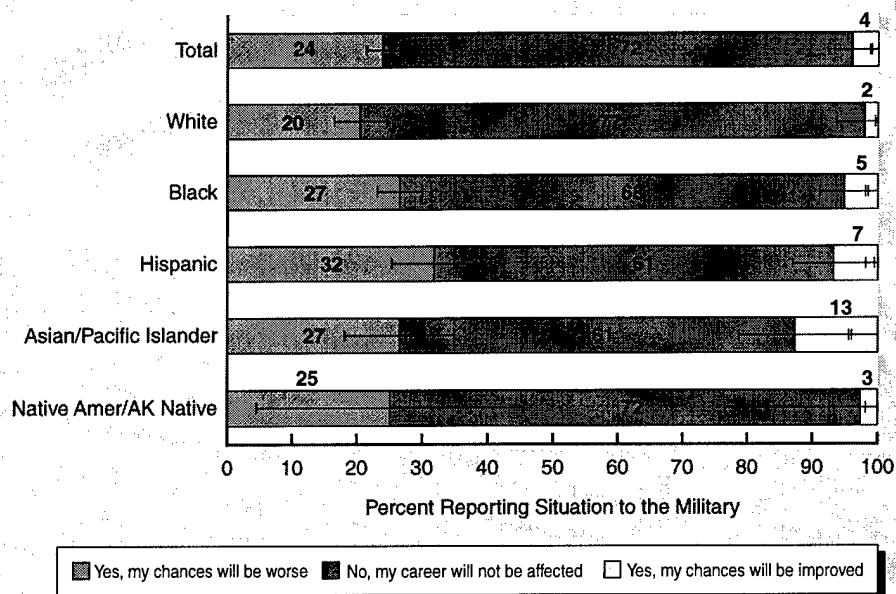
Members who had reported their most bothersome racial/ethnic harassment or discrimination to military officials were asked whether making the report would affect their chances of having a successful military career. Participants could respond *Yes, my chances will be worse*; *No, my career will not be affected*; or *Yes, my chances will be improved*. Figure 6.19 shows that, overall, nearly three quarters (72%) of members who made such a complaint believed that their military career would be unaffected. Another 24% said that their chances for a

successful military career would be worse, and 4% said their chances would be better.

In general, racial/ethnic minorities were more polarized than Whites in their feelings on this issue. Blacks (68%), Hispanics (61%), and Asians/Pacific Islanders (61%) were less likely than Whites (77%) to believe that their chances for a successful career would not be affected. Hispanics (32%) were more likely than Whites (20%) to indicate that their chances would be negatively affected. Conversely, Hispanics (7%) and Asians/Pacific Islanders (13%) were more likely than Whites (2%) to indicate that their chances would be improved.

The perceived effect of reporting an incident of racial/ethnic harassment or discrimination on one's chances for a successful military career did not differ across paygrade categories or Services.

**Figure 6.19**  
*Race/Ethnicity-Related Effect of the Most Bothersome Situation Complaint on the Target's Military Career*



Source: 1996 EOS Q52

### Satisfaction with the Complaint Outcome and One's Own Handling of the Situation

Among the last issues that members addressed regarding their most bothersome situation were how satisfied they were with the complaint outcome and their own handling of the situation. Both questions used the 5-point satisfaction scale described earlier in this chapter.

### Satisfaction with the Complaint Outcome

In Question 55, individuals who had reported their most bothersome situation were asked how satisfied they were with the outcome of the complaint. Figure 6.20 shows that 22% said they were *satisfied/very satisfied* with the outcome, and half (50%) said they were *dissatisfied/very dissatisfied*. The remaining 28% said they were *neither satisfied nor dissatisfied*.

There was no difference in percentages among racial/ethnic groups, paygrade categories, or Services. The percentage of members in each racial/ethnic group who indicated *satisfied* or *very satisfied* varied from 12% to 28% (see Figure 6.20). The extent to which individuals were *satisfied* or *very satisfied* in each of the five Services ranged from 20% to 27% ( $\pm 4.2$  to  $\pm 8.9$ ); the range for the three paygrade categories was 21% to 25% ( $\pm 3.6$  to  $\pm 6.4$ ).

### Target's Satisfaction with Own Handling of the Situation

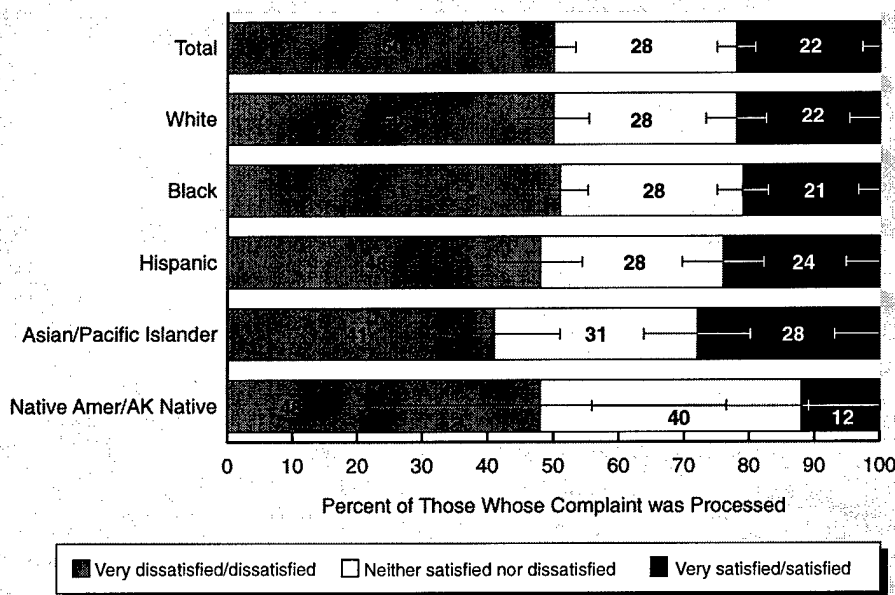
Respondents who described their most bothersome situation were asked how satisfied they were with the way they personally handled the situation. Forty-four percent ( $\pm 1.2$ ) were *satisfied/very satisfied* with how they handled the situation, and 12% ( $\pm 0.8$ ) were *dissatisfied/very dissatisfied*. The remaining 44% ( $\pm 1.3$ ) were *neither satisfied nor dissatisfied*.

Satisfaction with one's own handling of the situation did not differ across racial/ethnic groups. The percentages of *satisfied/very satisfied* members ranged from 38% to 45% ( $\pm 1.7$  to  $\pm 9.0$ ) for the five racial/ethnic groups.

Satisfaction with one's own handling of the situation differed somewhat across Services. Marines (48%) were more likely than Army per-

sonnel (41%) to indicate that they were *satisfied/very satisfied* (see Figure 6.21). The percentages of those in the Navy (43%), Air Force (45%), and Coast Guard (45%) who were *satisfied/very satisfied* fell between the values for the Army and the Marine Corps. Whites in the Marine Corps (48%) were more likely than Whites in the Army (40%) to be *satisfied/very satisfied* with their

**Figure 6.20**  
*Race/Ethnicity-Related Effect of Satisfaction with the Outcome of the Complaint*

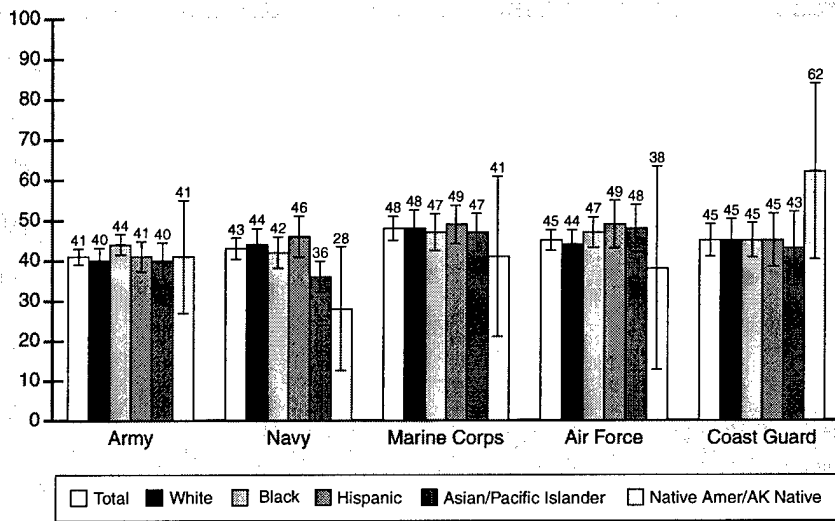


Source: 1996 EOS Q55

Figure 6.21

**Percent of Racial/Ethnic Group and Service Who Were Satisfied/Very Satisfied with Their Handling of Their Most Bothersome Situation**

Percent Indicating Situation and Responding Satisfied or Very Satisfied



Source: 1996 EOS Q57

(49%) were more likely than junior enlisted personnel (40%) to be *satisfied/very satisfied* (see Figure 6.22). For both Whites and Blacks, officers were more likely than junior enlisted personnel to be *satisfied/very satisfied* with their handling of the situation. For Hispanics, Asians/Pacific Islanders, and Native Americans/Alaskan Natives, there was no paygrade-related difference.

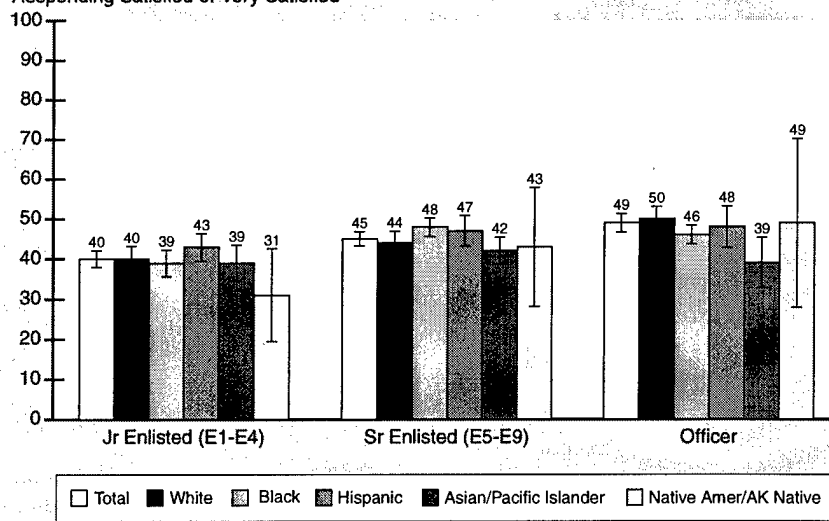
handling of the situation. Asians/Pacific Islanders in the Marine Corps and Air Force (47% and 48%, respectively) were more likely to be *satisfied/very satisfied* than were Asians/Pacific Islanders in the Navy (36%).

Members' satisfaction with their handling of the situation was also related to paygrade category. Senior enlisted personnel (45%) and officers (45%)

Figure 6.22

**Percent of Racial/Ethnic Group and Paygrade Category Who Were Satisfied/Very Satisfied with Their Handling of Their Most Bothersome Situation**

Percent Indicating Situation and Responding Satisfied or Very Satisfied



Source: 1996 EOS Q57

## CHAPTER 7: PROMOTING EO CLIMATE

Creating a positive climate for EO requires leaders and members to take active steps toward that goal. The military's commitment to a positive EO climate was, therefore, investigated by asking all members, not just those who had experienced an incident, questions about three issues central to an effective EO program. In the first section of this chapter, proactive leadership is examined. The second section reviews findings pertaining to the enforcement of policies and programs. The third section examines the amount, types, and effectiveness of training to combat racial/ethnic harassment and discrimination. The fourth section reviews members' opinions regarding the military's attention to race issues.

### Proactive Leadership

Good leadership is a characteristic that distinguishes well-run programs and units from other programs and units. Another is the presence of comprehensive policies to guide leaders' actions. Because the installation/ship is a primary organizational level responsible for implementing policy, this section

examines whether EO policies are in place at the installation/ship level and how much members know about those policies. Examination of these issues is followed by analyses of the extent to which leaders at various levels are perceived to make honest and reasonable efforts to stop racial/ethnic harassment and discrimination.

### Proactive Steps on the Installation/Ship

Five items described proactive steps that the installation/ship could take to reduce racial/ethnic harassment and discrimination. For each item, the respondent could answer *yes*, *no*, or *don't know*. Overall, 77% of members indicated that their installation/ship had established policies prohibiting racial/ethnic harassment and discrimination (see Table 7.1). Less than half that amount (33%) believed that the unit took "extra steps beyond mandatory requirements to understand and correct underlying issues or problems." In-depth findings for each of the five items are presented in the order of overall prevalence.

**Table 7.1**  
*Proactive Steps to Reduce Racial/Ethnic Harassment and Discrimination on the Installation/Ship*

Proactive Step	Racial/Ethnic Group											
	Total		White		Black		Hispanic		Asian/ Pacific Islander		Native Amer/AK Native	
	%	CI	%	CI	%	CI	%	CI	%	CI	%	CI
58a Establishing policies prohibiting it	77	±0.8	80	±1.1	70	±1.3	74	±1.5	74	±1.9	72	±6.8
58i Publicizing the availability of formal complaint channels	61	±0.9	65	±1.2	51	±1.4	53	±2.0	56	±2.2	50	±7.3
58h Publicizing complaint hotlines	55	±0.9	58	±1.2	48	±1.4	48	±2.0	54	±2.1	49	±7.2
58f Ensuring such information moves up the chain of command	45	±0.9	48	±1.3	38	±1.4	42	±1.9	49	±2.1	41	±6.7
58j Taking extra steps beyond the mandatory requirements	33	±0.9	35	±1.2	26	±1.3	30	±1.8	37	±2.0	28	±5.8

**Establishing policies.** Over three fourths ( $77\% \pm 0.8$ ) of members felt that policies prohibiting racial/ethnic harassment and discrimination had been established on their installation/ship. Another 6% ( $\pm 0.5$ ) indicated that these policies did not currently exist, and 16% ( $\pm 0.7$ ) did not know. Whites (80%) were most likely and Blacks (70%) were among the least likely to indicate that policies prohibiting harassment and discrimination had been established on their installation/ship (see Table 7.1).

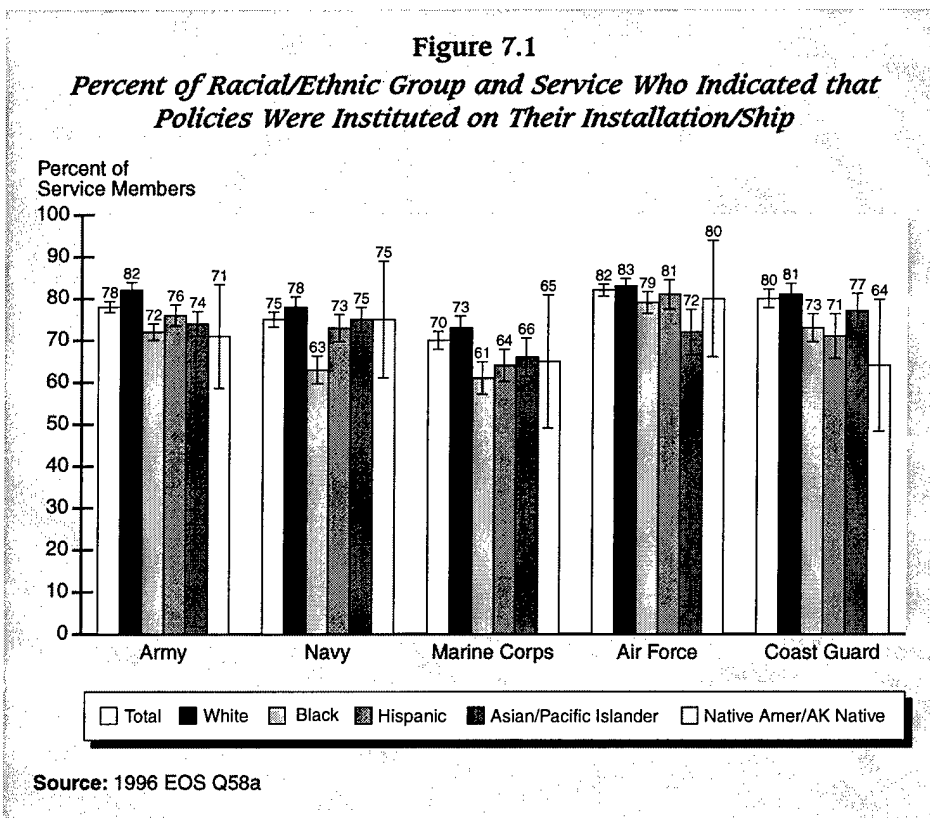
Figure 7.1 shows that Marines (70%) were less likely than those in other Services to believe that policies of this nature had been instituted. Although Army (78%) and Navy (75%) personnel were somewhat more likely to say their installation/ship had such policies, the percentages for those Services were still below the percentages for the Air Force (82%) and Coast Guard (80%). Blacks

(61%), Hispanics (64%), and Asians/Pacific Islanders (66%) in the Marine Corps were among those least likely to indicate that these policies had been enacted. In addition, Blacks in the Navy (63%) were less likely than most others in their Service to believe that these policies were in place.

Junior enlisted ( $66\% \pm 1.6$ ) were less likely than senior enlisted ( $82\% \pm 1.1$ ) to indicate that policies to reduce racial/ethnic harassment and discrimination had been promulgated on their installation/ship, and both enlisted groups were less likely than officers ( $89\% \pm 0.9$ ) to make that assertion. Black junior enlisted ( $58\% \pm 2.8$ ) were the group least likely to say that these policies were in place. In contrast, 91% ( $\pm 1.1$ ) of White officers said that their installation/ship had such policies.

#### **Publicizing formal complaint channels.**

Sixty-one percent ( $\pm 0.9$ ) of service members stated that the availability of formal complaint channels had been publicized on their installation/ship. Twelve percent ( $\pm 0.6$ ) felt that the complaint channels had not been publicized, and 27% ( $\pm 0.8$ ) did not know whether the channels had been publicized. Whites (65%) were most likely and Native Americans/Alaskan Natives (50%) and Blacks (51%) were among the least likely to indicate that the existence of formal complaint channels had been publicized on their installation/ship



(see Table 7.1). The agreement level for Whites was also higher than that for Hispanics (53%) or Asians/Pacific Islanders (56%).

There were significant differences among the Services. Marines (47%) were least likely and Air Force personnel (67%) were most likely to agree that formal complaint channels had been publicized on their installation/ship (see Figure 7.2). The level of agreement for members in the Army (63%), Navy (59%), and Coast Guard (61%) were between those of the Marine Corps and Air Force. Blacks (36%), Hispanics (37%), and Asians/Pacific Islanders (39%) in the Marine Corps were among the least likely to believe that formal complaint channels had been publicized.

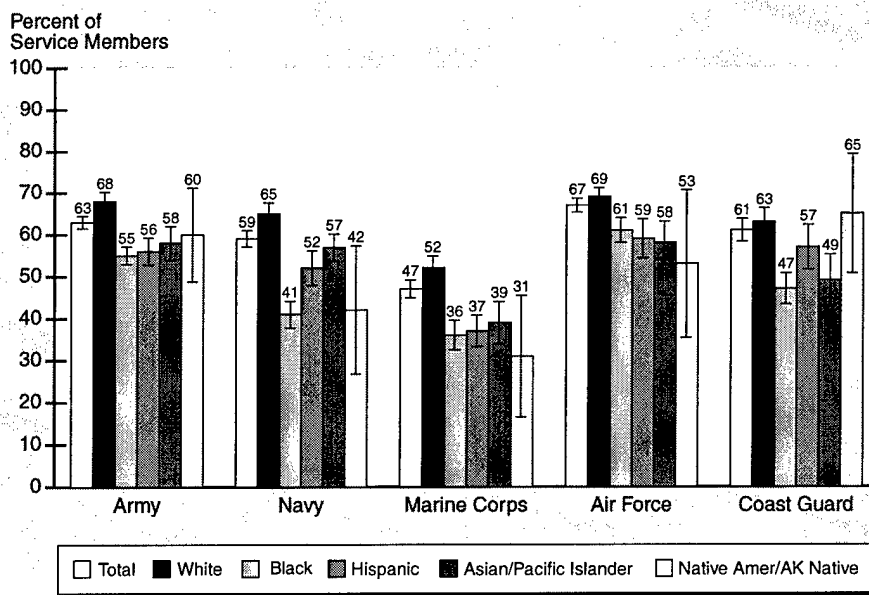
Figure 7.3 shows that large paygrade-related differences were detected for this item. Junior

enlisted (44%) were less likely than senior enlisted (67%) to indicate that formal complaint channels had been publicized on their installation/ship, and both enlisted groups were less likely than officers (79%) to make the same assertion. At the extremes, only 35% of Black junior enlisted said that the complaint channels had been publicized; whereas, 81% of White officers said that these channels had been publicized on their installation/ship.

**Publicizing complaint hotlines.** Overall, 55% ( $\pm 0.9$ ) believed that the availability of hotlines had been publicized; 15% ( $\pm 0.7$ ) felt that the hotlines had not been publicized; and 30% ( $\pm 0.8$ ) were unsure. Table 7.1 shows that proportionately more Whites (58%) reported that hotlines had been publicized than did Blacks (48%), Hispanics (48%), and Native Americans/Alaskan Natives (49%).

Service-related differences were again detected. Marines (40%) were least likely to agree that hotlines to report racial/ethnic harassment and discrimination had been publicized on their installation/ship (see Figure 7.4). Members of the Air Force (60%) and the Navy (57%) were most likely to agree. The rate for the Army (54%) and Coast Guard (50%) fell between these extremes. Blacks (32%), Hispanics (34%), and Asians/Pacific Islanders (37%) in the Marine Corps,

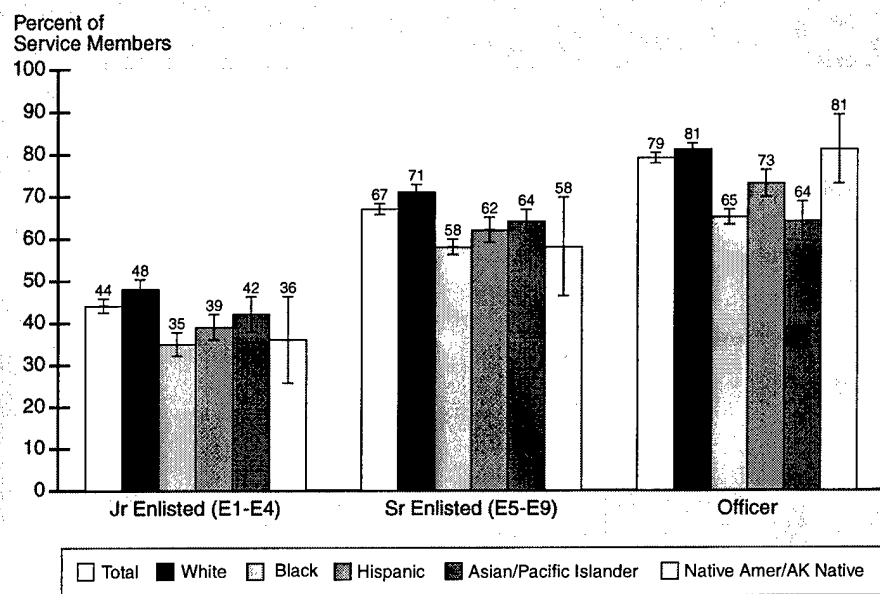
**Figure 7.2**  
*Percent of Racial/Ethnic Group and Service Who Indicated that Their Installation/Ship Publicized the Availability of Formal Complaint Channels*



Source: 1996 EOS Q58i



**Figure 7.3**  
**Percent of Racial/Ethnic Group and Paygrade Category**  
**Who Indicated that Their Installation/Ship Publicized**  
**the Availability of Formal Complaint Channels**



Source: 1996 EOS Q58i

as well as Blacks (35%) in the Coast Guard, were among the least likely to report that hotlines had been publicized.

Junior enlisted ( $38\% \pm 1.7$ ) were less likely than senior enlisted ( $61\% \pm 1.3$ ) to indicate that hotlines for complaints regarding racial/ethnic harassment and discrimination had been publicized on their installation/ship. Both enlisted groups were less likely than officers ( $71\% \pm 1.4$ ) to make the same assertion. When the rates were compared within paygrade categories, the pattern of differences for Whites was the same as that for the overall category. For other racial/ethnic groups, no difference was detected between the views of senior enlisted personnel and officers.

**Informing the chain of command.** Less than half of members ( $45\% \pm 0.9$ ) said that information

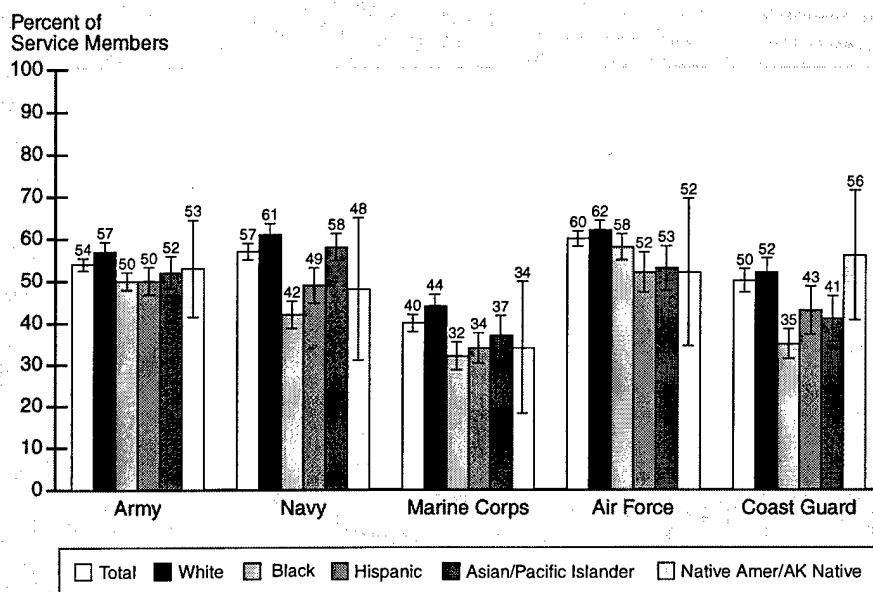
about racial/ethnic harassment and discrimination was effectively communicated up the chain of command on their installation/ship. Eleven percent ( $\pm 0.6$ ) believed that information was not effectively communicated upward, and 44% ( $\pm 0.9$ ) of members indicated that they did not know. Asians/Pacific Islanders (49%) and Whites (48%) were most likely to feel this type of information was communicated up the chain of command; whereas, Blacks (38%) and

Hispanics (42%) were least likely to believe the chain was being informed (see Table 7.1).

Those in the Air Force ( $43\% \pm 1.8$ ) were less likely than those in the Navy ( $48\% \pm 2.0$ ) or the Coast Guard ( $48\% \pm 2.9$ ) to believe that information on harassment and discrimination was effectively communicated up the chain of command on their installation/ship. The percentages for the Army ( $44\% \pm 1.5$ ) and the Marine Corps ( $46\% \pm 2.2$ ) fell between those levels. Blacks in the Coast Guard ( $34\% \pm 3.6$ ) were among those least likely to feel that this information was effectively communicated up the chain of command.

The paygrade-related findings for this item repeated the pattern that was noted for the three previously reviewed items. Junior enlisted ( $36\% \pm 1.7$ ) were less likely than senior enlisted ( $47\%$

**Figure 7.4**  
**Percent of Racial/Ethnic Group and Service Who**  
**Indicated that Their Installation/Ship Publicized**  
**the Availability of Complaint Hotlines**



Source: 1996 EOS Q58h

$\pm 1.4$ ) to believe such information on race/ethnicity-related problems moved up the chain of command. Furthermore, enlisted personnel were less likely than officers ( $59\% \pm 1.5$ ) to say that information was communicated upward. While this general pattern held for White and Hispanic members, there was no difference between the views of senior enlisted personnel and officers who were Black or Asian/Pacific Islander.

**Taking the extra step.** One third ( $33\% \pm 0.9$ ) of members felt that their installation/ship had taken steps beyond the mandatory requirements to reduce racial/ethnic harassment and discrimination. Eighteen percent ( $\pm 0.7$ ) indicated that such steps had not been taken, and  $50\% (\pm 0.9)$  did not know if additional steps had been taken. Whites (35%) and Asians/Pacific Islanders (37%) were most likely to indicate that extra steps had been taken on

their installation/ship; whereas, Blacks (26%), Hispanics (30%), and Native Americans/Alaskan Natives (28%) were less likely to feel this way (see Table 7.1).

The percentage of members who felt that extra steps to reduce racial/ethnic harassment and discrimination had been taken on their installation/ship did not differ across Services. Some of the race/ethnicity-related percentages within Services, however, did differ. Black personnel in the Coast Guard (19%

$\pm 3.0$ ), as well as Black and Hispanic Marines ( $22\% \pm 3.1$  and  $25\% \pm 3.3$ , respectively), were less likely than others in their Service to believe extra steps had been taken. Conversely, Asians/Pacific Islanders in the Navy ( $41\% \pm 3.0$ ) were more likely than others in the Navy to believe that such steps had been taken on their installation/ship.

The percentages of members who felt that their installation/ship had taken extra steps to reduce racial/ethnic discrimination differed across paygrade categories. Twenty-five percent ( $\pm 1.5$ ) of junior enlisted,  $34\% (\pm 1.3)$  of senior enlisted, and  $44\% (\pm 1.5)$  of officers believed that their installation/ship leadership had gone beyond the mandated requirements. Black and Hispanic junior enlisted ( $20\% \pm 2.3$  and  $23\% \pm 2.6$ , respectively) were less likely than other service members to

believe that extra steps had been taken. In contrast, 45% ( $\pm 1.8$ ) of White officers and 42% ( $\pm 2.6$ ) of senior enlisted personnel who were Asian/Pacific Islander felt that extra steps had been taken on their installation/ship.

### Leaders "Walking the Talk"

Military personnel often distinguish leader behaviors that indicate true support versus those that indicate the minimum accepted level of support. Often, military members refer to the former situation as "walking the talk." That is, members perceive that leaders are making an earnest effort to let their actions be the evidence for their words. Because leader support is a critical ingredient to establishing an effective EO climate, the EOS asked whether three levels of leaders "make honest and reasonable efforts to stop racial/ethnic harassment and discrimination, regardless of what is said officially." The three levels of leaders were the immediate supervisor, senior leadership of the installation/ship, and senior leadership of the Service. Members responded to the items using three alternatives: *yes*, *no*, or *don't know*. As in

previous sections of this chapter, the effects of race/ethnicity, Service, and paygrade category are considered. Gender is also reviewed in this section because most female members have male leaders. Racial/ethnic and Service breaks for each response alternative for these items are provided in Appendix F.

Table 7.2 shows that over 6 of every 10 members thought that each type of leader was putting forth an honest and reasonable effort to stop racial/ethnic harassment and discrimination. The overall rate for the member's immediate supervisor was higher than the overall rates for the other two leadership levels. That is, members were more likely to view their immediate supervisor than installation/ship or Service leaders as making honest and reasonable efforts.

**Immediate supervisor.** Sixty-nine percent of members indicated that their immediate supervisor made honest and reasonable efforts to stop racial/ethnic harassment and discrimination, while 12% perceived that their supervisor had not made such an effort (see Table 7.2). The remaining 19% indicated that they did not know whether or not

**Table 7.2**  
*Perceptions Whether Leaders Made Honest and Reasonable Efforts to Stop Racial/Ethnic Harassment and Discrimination*

Type of Leader	Response Option	Racial/Ethnic Group											
		Total		White		Black		Hispanic		Asian/Pacific Islander		Native Amer/AK Native	
		%	CI	%	CI	%	CI	%	CI	%	CI	%	CI
59c My immediate supervisor	Yes	69	$\pm 0.8$	74	$\pm 1.2$	58	$\pm 1.5$	63	$\pm 2.0$	60	$\pm 2.2$	60	$\pm 7.5$
	No	12	$\pm 0.6$	10	$\pm 0.8$	18	$\pm 1.2$	15	$\pm 1.5$	13	$\pm 1.7$	23	$\pm 7.0$
	Don't know	19	$\pm 0.7$	16	$\pm 1.0$	24	$\pm 1.3$	22	$\pm 1.7$	27	$\pm 2.0$	17	$\pm 5.9$
59b Senior leadership of my installation/ship	Yes	63	$\pm 0.9$	69	$\pm 1.2$	46	$\pm 1.4$	54	$\pm 2.0$	58	$\pm 2.1$	57	$\pm 7.3$
	No	11	$\pm 0.6$	9	$\pm 0.8$	20	$\pm 1.2$	15	$\pm 1.6$	11	$\pm 1.5$	13	$\pm 4.7$
	Don't know	26	$\pm 0.8$	23	$\pm 1.1$	34	$\pm 1.4$	31	$\pm 1.8$	31	$\pm 2.0$	30	$\pm 7.1$
59a Senior leadership of my Service	Yes	63	$\pm 0.9$	68	$\pm 1.2$	47	$\pm 1.4$	56	$\pm 2.0$	60	$\pm 2.0$	62	$\pm 7.1$
	No	11	$\pm 0.6$	8	$\pm 0.7$	19	$\pm 1.1$	15	$\pm 1.6$	9	$\pm 1.0$	10	$\pm 3.6$
	Don't know	26	$\pm 0.8$	23	$\pm 1.1$	34	$\pm 1.4$	29	$\pm 1.7$	31	$\pm 2.0$	27	$\pm 6.9$

their immediate supervisor had made an honest and reasonable effort. Whites (74%) were most likely to indicate that their immediate supervisor had made the effort. Proportionately fewer Blacks (58%), Hispanics (63%), Asians/Pacific Islanders (60%), and Native Americans/Alaskan Natives (60%) indicated that their immediate supervisor's efforts had been honest and reasonable.

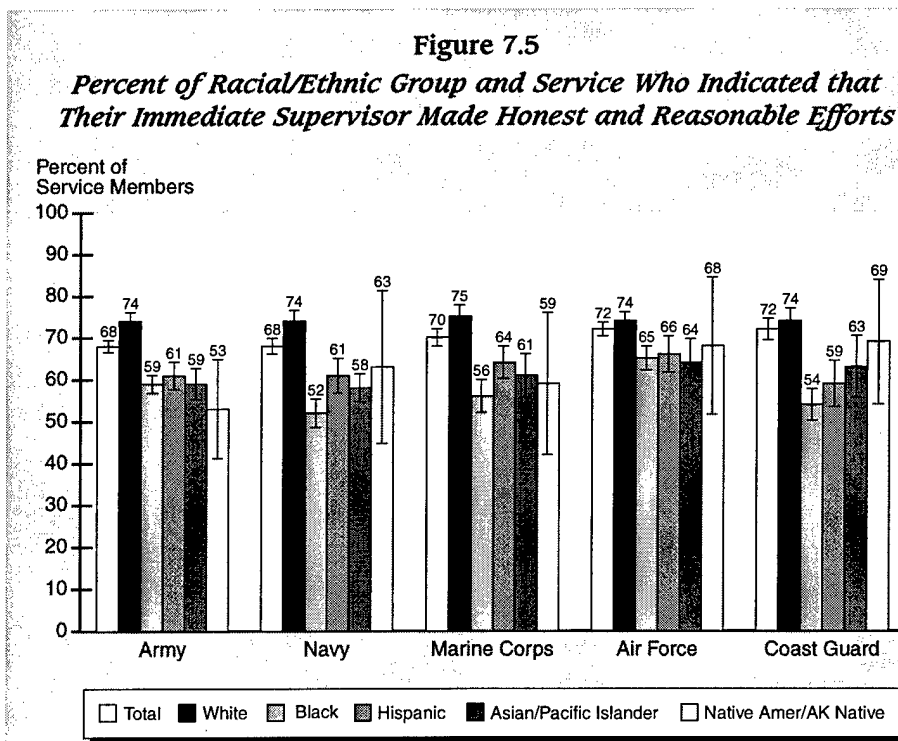
Table 7.2 shows that 18% of Black members indicated that their immediate supervisor *did not* make honest and reasonable efforts to stop racial/ethnic harassment and discrimination compared to 10% of Whites. Fifteen percent of Hispanics and 13% of Asians/Pacific Islanders responded in this manner. Proportionately more members who were Black, Hispanic, or Asian/Pacific Islanders chose *don't know* (22% to 27%) than White members (16%).

Members' views did not differ by Service; 68% to 72% ( $\pm 1.4$  to  $\pm 2.5$ ) of members in each Service perceived that their immediate supervisor made honest and reasonable efforts to stop racial/ethnic harassment and discrimination. Within Services, there was, however, some variation across racial/ethnic groups (see Figure 7.5). For example, the views of Whites and Blacks in the Navy (74% vs. 52%), Marine Corps (75% vs. 56%), and Coast Guard (74% vs. 54%) were noticeably different on this issue.

Junior enlisted ( $60\% \pm 1.7$ ) were less likely than senior enlisted ( $72\% \pm 1.2$ ) to indicate their immediate supervisor had made honest and reasonable efforts, and both enlisted groups were less likely than officers ( $82\% \pm 1.2$ ) to make this assertion. This general pattern held for all racial/ethnic groups except Blacks. Identical percentages of Black senior enlisted personnel

( $62\% \pm 1.8$ ) and Black officers ( $62\% \pm 1.9$ ) said their supervisor had made such efforts.

Gender differences were also detected. Female members ( $61\% \pm 2.3$ ) were less likely than males ( $71\% \pm 0.9$ ) to believe their immediate supervisor had made honest and reasonable efforts to stop racial/ethnic harassment and discrimination. White males ( $75\% \pm 1.2$ ) were most likely to indicate



Source: 1996 EOS Q59c

that their supervisor had made reasonable efforts; whereas, Black females (53%  $\pm$  3.1) were among the least likely to hold this view.

### ***Senior leadership on the installation/ship.***

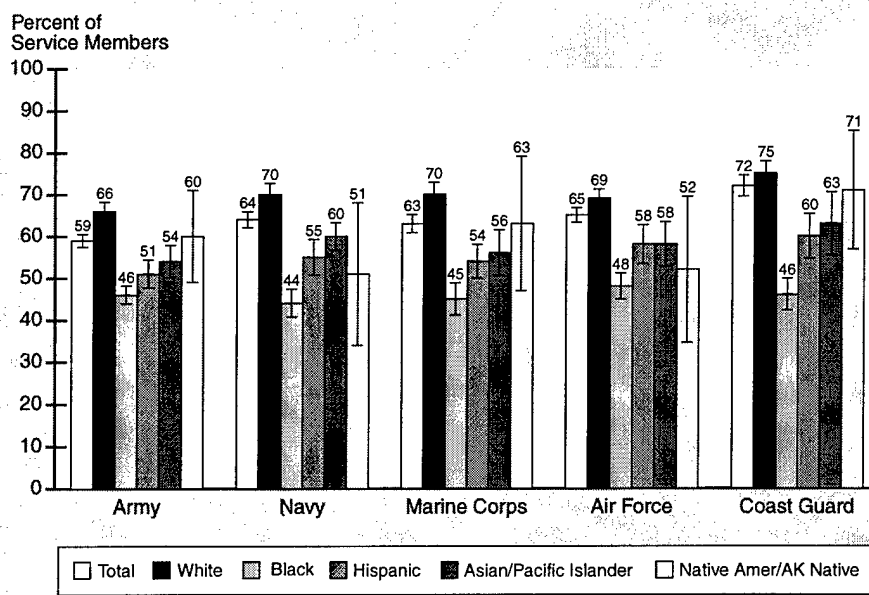
Sixty-three percent felt that the senior leadership of their installation/ship had made an honest and reasonable effort to stop racial/ethnic harassment and discrimination (see Table 7.2). In addition, 11% felt that senior leadership at the installation/ship level had not made a reasonable effort, and 26% were uncertain. Whites (69%) were most likely, and Blacks (46%) were least likely, to indicate that the senior leadership of their installation/ship had made a reasonable effort to stop racial/ethnic harassment and discrimination. The percentages for Hispanics (54%), Asians/Pacific Islanders (58%), and Native Americans/Alaskan Natives (57%) fell between these two extremes.

Table 7.2 shows that Whites were least likely (9%) and Blacks most likely (20%) to indicate that senior leadership at the installation/ship *did not* make honest and reasonable efforts to stop racial/ethnic harassment and discrimination. The percentages for Hispanics, Asians/Pacific Islanders, and Native Americans/Alaskan Natives were in-between (11% to 15%). And, although about one third (30% to 34%) of members of racial/ethnic minority

groups chose *don't know*, 23% of White respondents said they didn't know whether the senior leadership of their installation/ship made honest and reasonable efforts to stop racial/ethnic harassment and discrimination.

Service-related findings are presented in Figure 7.6. Coast Guard personnel (72%) were most likely and Army personnel (59%) were least likely to say that the senior leaders of their installation/ship had made reasonable efforts to stop racial/ethnic harassment and discrimination. The percentages for Navy (64%), Marine Corps (63%), and Air Force personnel (65%) fell between those levels. The percentage for Blacks in the Navy was among the lowest; only 44% agreed that senior leadership of their installation/ship had made honest and reasonable efforts (regardless of what is said officially). Once again, there was a large

**Figure 7.6**  
***Percent of Racial/Ethnic Group and Service Who Indicated that the Senior Leadership of Their Installation/Ship Made Honest and Reasonable Efforts***



Source: 1996 EOS Q59b

discrepancy between the perceptions of Blacks and Whites in the Coast Guard. Seventy-five percent of Whites felt that the senior leadership of their installation/ship had made honest and reasonable efforts; whereas, only 46% of Blacks agreed.

Junior enlisted ( $51\% \pm 1.7$ ) were less likely than senior enlisted ( $65\% \pm 1.3$ ) to believe that the senior leadership of their installation/ship had made reasonable efforts to stop racial/ethnic discrimination and harassment. In addition, enlisted personnel were less likely than officers ( $80\% \pm 1.2$ ) to believe a reasonable effort had been made. This general pattern held for each racial/ethnic group, except Asians/Pacific Islanders. Similar percentages of senior enlisted personnel ( $62\% \pm 2.6$ ) and officers ( $68\% \pm 4.5$ ) who are Asian/Pacific Islander indicated reasonable efforts had been made.

Female members ( $52\% \pm 2.3$ ) were less likely than their male counterparts ( $64\% \pm 1.0$ ) to believe that the senior leadership of their installation/ship had made honest and reasonable efforts to stop racial/ethnic harassment and discrimination. White males ( $70\% \pm 1.3$ ) were most likely to indicate that reasonable efforts had been made at this level; whereas, Black females ( $39\% \pm 3.0$ ) were among the least likely to hold this view.

**Senior leadership of the Service.** Overall, 63% of members said that their Service's senior leaders had made honest and reasonable efforts to stop racial/ethnic harassment and discrimination, regardless of what is said officially (see Table 7.2). Eleven percent believed that honest and reasonable efforts had not been made, and 26% reported that they did not know.

Whites (68%) were the racial/ethnic group most likely to indicate that the senior leadership of their Service had made reasonable efforts to stop racial/ethnic harassment and discrimination (see Table 7.2). The percentages for Blacks (47%) and Hispanics (56%) were lower. Conversely,

Whites (8%) and Asians/Pacific Islanders (9%) were least likely and Blacks most likely (19%) to say that their Service's senior leadership *had not* made honest and reasonable efforts. About one third of Black, Hispanic, and Asian/Pacific Islander members chose *don't know* compared to 23% of White members.

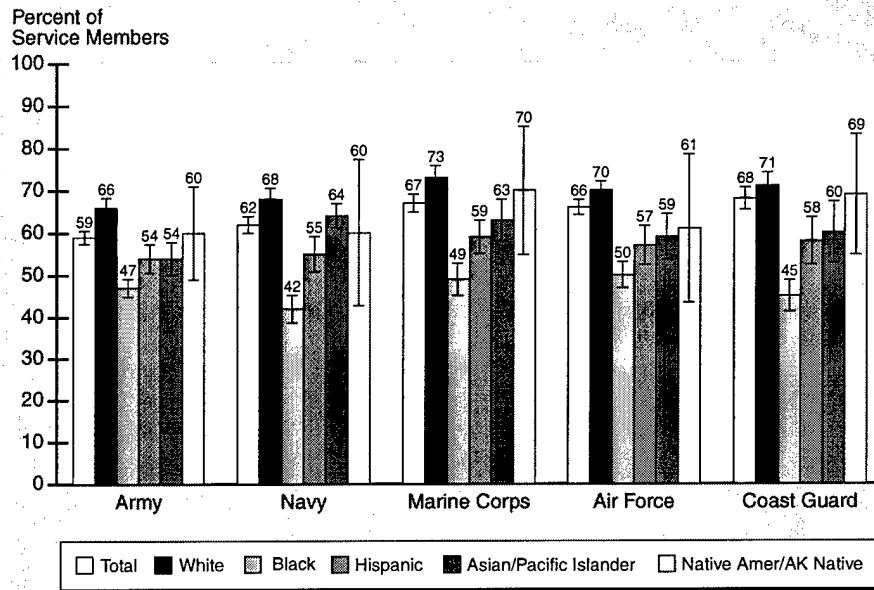
Army and Navy personnel were less certain about the efforts of the senior leadership in their Service than were members of the other Services. Fifty-nine percent of Army personnel and 62% of those in the Navy believed their senior Service leaders had made reasonable efforts to stop racial/ethnic harassment and discrimination (see Figure 7.7). Between 66% and 68% of those in the Marine Corps, Air Force, and Coast Guard felt that their senior Service leadership had made reasonable efforts. Blacks in the Navy were the least positive; only 42% agreed that senior leadership within their Service had made reasonable efforts. There was also a marked discrepancy between Blacks and Whites in the Coast Guard. Seventy-one percent of Whites felt that their senior Coast Guard leadership had made honest and reasonable efforts; whereas, only 45% of Blacks agreed. The pattern of findings for paygrade category and gender were similar to the paygrade- and gender-related findings for senior leadership at the installation/ship level.

## Enforcement

A key component of any policy is the establishment of mechanisms to enforce the practices and processes specified in the policy. Regardless of the effort that is put forth to develop and implement effective and efficient practices, violations of policy occur. Enforcement mechanisms specify (a) what steps will be taken to determine if a violation has actually occurred and (b) general parameters for determining punishment when it has been determined that a violation has occurred. The first two portions of this section look at those

Figure 7.7

*Percent of Racial/Ethnic Group and Service Who Indicated that the Senior Leadership of Their Service Made Honest and Reasonable Efforts*



Source: 1996 EOS Q59a

two aspects of enforcement: complaints processes and penalties. The third portion of this section focuses on whether people who use the enforcement mechanisms are believed to be free from reprisal.

#### Thoroughness and Timeliness of Investigations

One item assessed the thoroughness of complaint investigations, and another item evaluated the timeliness of such investigations. For both items, the response options were *yes*, *no*, and *don't know*.

Table 7.3  
*Enforcement Actions Taken on the Installation/Ship*

Enforcement Action	Response Option	Racial/Ethnic Group											
		Total		White		Black		Hispanic		Asian/Pacific Islander		Native Amer/AK Native	
		%	CI	%	CI	%	CI	%	CI	%	CI	%	CI
58b Providing thorough investigations of complaints	Yes	46	±0.9	50	±1.3	38	±1.4	39	±1.9	45	±2.1	39	±6.6
	No	10	±0.6	8	±0.7	17	±1.1	12	±1.3	11	±1.7	16	±6.5
	Don't know	43	±0.9	42	±1.3	46	±1.5	49	±2.0	44	±2.1	46	±7.2
58c Sticking to established timelines for investigation of complaints	Yes	31	±0.8	33	±1.2	25	±1.2	26	±1.6	32	±2.0	26	±5.4
	No	9	±0.5	7	±0.7	14	±1.1	11	±1.2	9	±1.5	11	±4.5
	Don't know	61	±0.9	60	±1.2	61	±1.4	64	±1.8	58	±2.1	63	±6.6
58d Enforcing penalties against offenders	Yes	44	±0.9	46	±1.3	36	±1.4	41	±2.0	46	±2.1	41	±7.0
	No	10	±0.6	8	±0.7	16	±1.1	12	±1.2	9	±1.5	12	±4.5
	Don't know	46	±0.9	45	±1.3	48	±1.5	48	±2.0	44	±2.1	46	±7.3
58e Enforcing penalties against unit commanders or other superiors who allow it to continue	Yes	30	±0.8	32	±1.2	24	±1.3	26	±1.7	33	±1.9	30	±6.2
	No	11	±0.6	9	±0.8	19	±1.2	13	±1.4	11	±1.7	15	±5.0
	Don't know	59	±0.9	59	±1.3	58	±1.5	60	±1.9	56	±2.1	56	±7.1

**General findings.** The first half of Table 7.3 show the percentages of members who answered *yes*, *no*, or *don't know* to each item. Nearly half (46%) of the members responded affirmatively and 10% responded negatively when asked if their installation/ship conducts thorough investigations. When asked if the investigations adhered to established timelines, about one third (31%) answered *yes* and 9% responded *no*. Substantial portions of members marked *don't know*: 43% for thoroughness and 61% for meeting timelines. (Readers interested in the racial/ethnic and Service breaks for each response alternative are referred to Appendix G.)

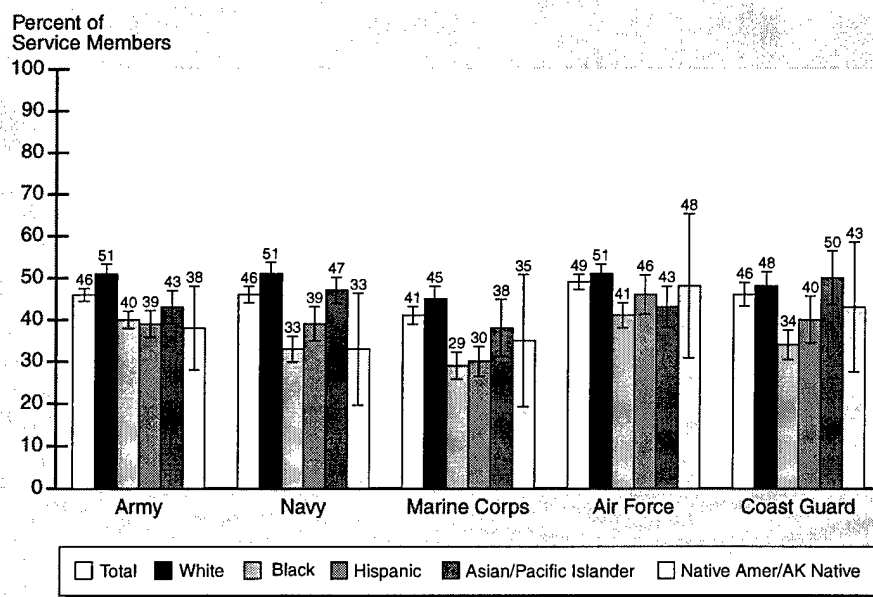
The relatively large percentage of respondents who indicated *don't know* for these two items is understandable. Relatively few people would be involved in the EO complaint process because EO complaints are kept confidential. Unless someone was involved in a complaint or was told about the complaint, an individual would not know when the complaint started and whether each milestone had been reached in the allotted time. Last, military members move often. As such, members might not know anyone at their current installation/ship who has gone through the complaint process. Despite all of these issues concerning how much direct knowledge members have about the thoroughness

and timeliness of the process, it is, nevertheless, important to look at members' perception of these quality indicators. If members perceive that the system does *not* work, they may be unlikely to use it.

**Thoroughness of investigations.** As was mentioned earlier, nearly half (46%) of the members believed that complaints of racial/ethnic harassment or discrimination were thoroughly investigated on their installation/ship (see Table 7.3). In comparison to Whites (50%) and Asians/Pacific Islanders (45%), proportionately fewer Blacks (38%) and Hispanics (39%) thought their installation/ship conducted thorough investigations of complaints. In addition, Native Americans/Alaskan Natives (39%) were less likely than Whites to make this assertion.

Figure 7.8 shows that the percentage for the Marine Corps (41%) was at least 5 points less than the percentage for any other Service (46% to

**Figure 7.8**  
**Percent of Racial/Ethnic Group and Service Who Indicated that Their Installation/Ship Thoroughly Investigated Complaints**



Source: 1996 EOS Q58b



49%). No other Service-related difference was found with regard to the overall percentage of members who thought that the investigation process was thorough. Within the Marine Corps and the Coast Guard, Blacks (29% and 34%, respectively) and Hispanics (30% and 40%, respectively) were among the least likely to believe complaints were thoroughly investigated. In the Navy, Blacks (33%) were less likely than members in other racial/ethnic groups to believe complaints were thoroughly investigated.

Junior enlisted ( $35\% \pm 1.7$ ) were less likely than senior enlisted ( $48\% \pm 1.4$ ) to believe that complaints of racial/ethnic harassment and discrimination were thoroughly investigated. In addition, both enlisted groups were less likely than officers ( $64\% \pm 1.5$ ) to believe that their installation/ship performed thorough investigations. Black and Hispanic junior enlisted ( $28\% \pm 2.5$  and  $31\% \pm 2.7$ , respectively) were among the least likely to say there were thorough investigations. In contrast, 67% ( $\pm 1.7$ ) of White officers said complaints were thoroughly investigated.

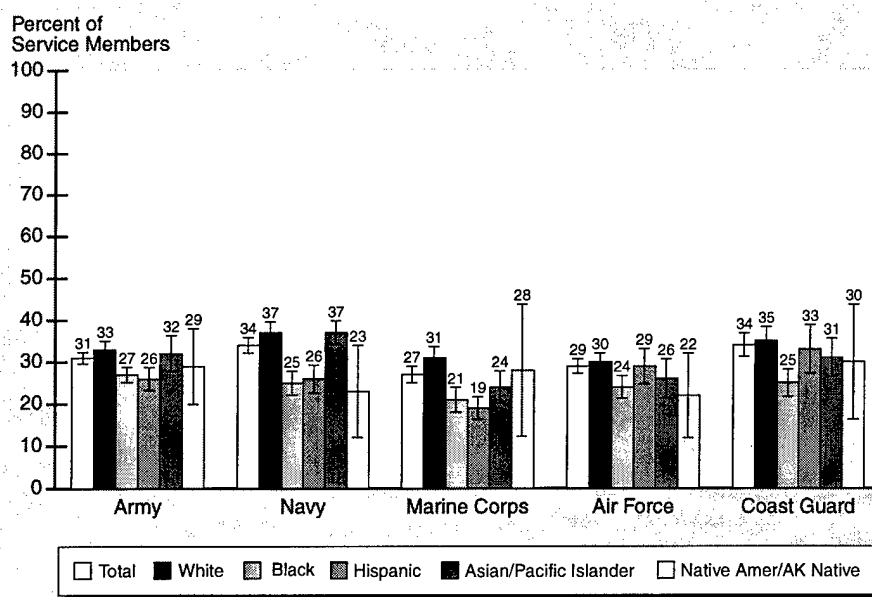
### *Timeliness of investigations.*

Thirty-one percent of members indicated that complaints of racial/ethnic harassment and discrimination on their installation/ship were investigated within the established timelines (see Table 7.3).

Whites (33%) and Asians/Pacific Islanders (32%) were more likely than Blacks (25%) and Hispanics (26%) to believe that investigations were conducted in a timely fashion.

Overall, Marines (27%) and Air Force personnel (29%) were less likely than members of the Navy (34%) and Coast Guard (34%) to indicate their installation/ship complied with timelines (see Figure 7.9). In every Service, the percentage for Blacks (21% to 27%) was lower than that for Whites (30% to 37%). Within both the Army and Marine Corps, Hispanics and Blacks were less likely than Whites to agree that established timelines were met on their installation/ship. In the Navy, Hispanics (26%) and Blacks (25%) were less likely to agree than were either Asians/Pacific Islanders (37%) or Whites (37%).

**Figure 7.9**  
*Percent of Racial/Ethnic Group and Service Who Indicated that Their Installation/Ship Investigated Complaints within Established Timelines*



Source: 1996 EOS Q58c

Paygrade category was related to the percentage of members answering *yes* when asked if the installation/ship complied with "established timelines for investigation of complaints." Twenty-one percent ( $\pm 1.4$ ) of junior enlisted, 34% ( $\pm 1.3$ ) of senior enlisted, and 43% ( $\pm 1.5$ ) of officers believed that established timelines for investigating complaints were met by their installation/ship. Within paygrade categories, this general pattern held for all racial/ethnic groups except Asians/Pacific Islanders; the views of senior enlisted personnel and officers from that racial/ethnic group did not differ.

### Enforcing Penalties

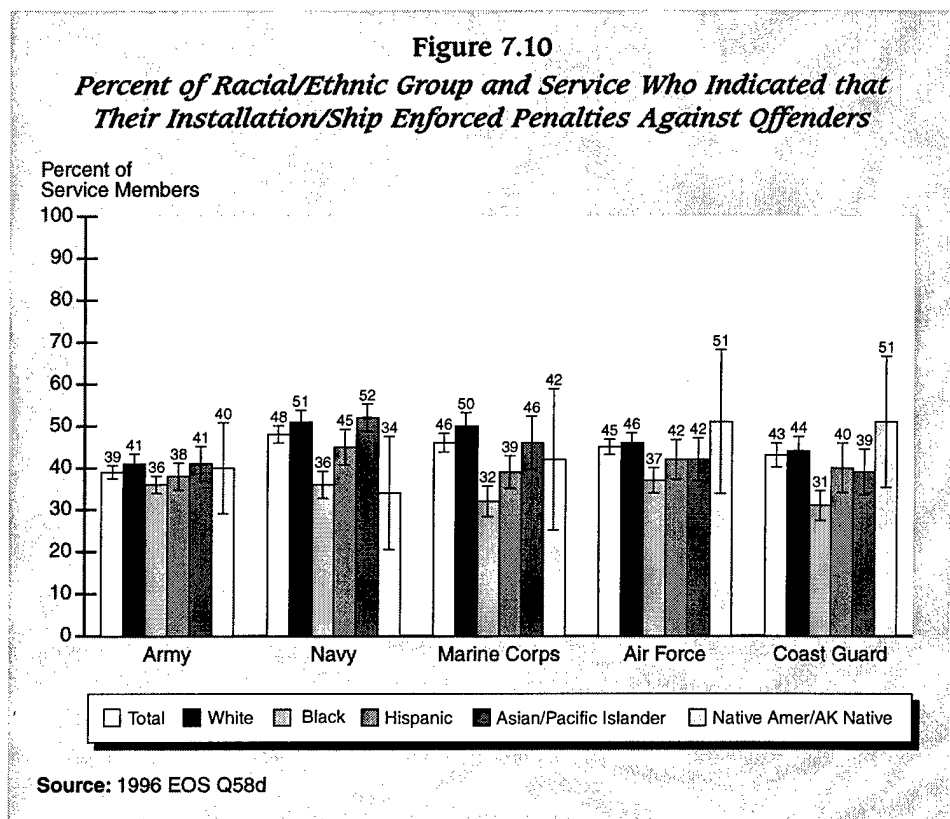
One way to increase the likelihood that members comply with procedures is to establish penalties for non-compliance. The first portion of this section examines answers to items that asked whether or not penalties

were enforced for "offenders" and for "unit commanders who permit racial/ethnic harassment and discrimination to continue." As in the prior section, respondents could answer *yes*, *no*, or *don't know*. Later, opinions from a general question about the extent to which people get away with harassment and discrimination are reviewed.

***Punishing offenders.*** Less than half (44%) of service members felt

that the penalties for racial/ethnic harassment and discrimination were enforced against offenders on their installation/ship (see Table 7.3). Another 10% indicated that these penalties were not enforced, and 46% stated they did not know. Whites (46%) and Asians/Pacific Islanders (46%) were more likely than either Blacks (36%) or Hispanics (41%) to believe that such penalties were enforced on their installation/ship.

There were differences across Services. Members of the Army (39%) were less likely than those in the Air Force (45%), Marine Corps (46%), and Navy (48%) to believe that penalties against offenders were enforced (see Figure 7.10). In comparisons of racial/ethnic groups across Services, Blacks in the Marine Corps (32%) and the Coast Guard (31%) were least likely to agree that penalties were enforced.



Junior enlisted ( $40\% \pm 1.7$ ) were less likely than senior enlisted ( $44\% \pm 1.4$ ) to believe that penalties were enforced against offenders. In addition, enlisted personnel were less likely than officers ( $51\% \pm 1.5$ ) to believe that the penalties were enforced. Black junior enlisted ( $33\% \pm 2.7$ ) were among the least likely to believe that penalties were enforced against offenders. In contrast,  $53\% (\pm 1.8)$  of White officers and  $51\% (\pm 2.7)$  of the senior enlisted Asians/Pacific Islanders believed that penalties were enforced.

***Punishing superiors who permit racial/ethnic harassment and discrimination to continue.*** Survey respondents were also asked whether or not they believed penalties are enforced against "unit commanders or other superiors" who permit racial/ethnic harassment and discrimination to continue. Thirty percent of service members believed that these penalties were enforced; 11% felt that they were not enforced; and 59% indicated that they did not know (see Table 7.3). Whites (32%) and Asians/Pacific Islanders (33%) were more likely than Blacks (24%) or Hispanics (26%) to believe that penalties against leaders were enforced.

The findings for this item did not vary across Services; the percentages ranged from 27% to 32% ( $\pm 1.4$  to  $\pm 2.6$ ). Paygrade category was, however, again related to beliefs about enforcement of penalties. Twenty-three percent ( $\pm 1.5$ ) of junior enlisted, 31% ( $\pm 1.3$ ) of senior enlisted, and 39% ( $\pm 1.5$ ) of officers believed that penalties were enforced against leaders who permit racial/ethnic harassment and discrimination to continue. Although this general pattern held for White members, it differed for Blacks, Hispanics, and Asians/Pacific Islanders. For each of the latter three groups, the views of senior enlisted personnel and officers did not differ.

#### ***General perception regarding enforcement.***

Members were asked about the extent to which people got away with racial/ethnic harassment

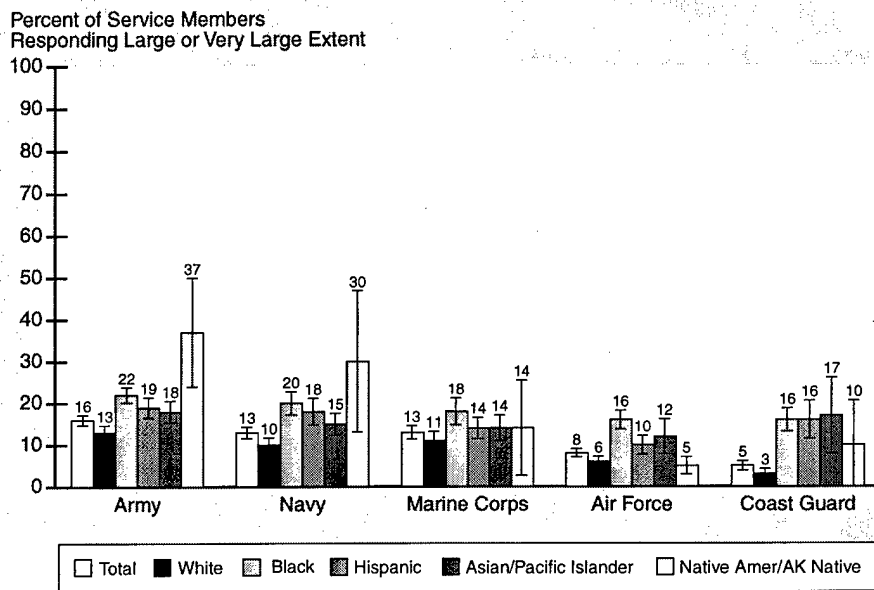
or discrimination on their installation/ship. The six response alternatives for this question were *not at all*, *small extent*, *moderate extent*, *large extent*, *very large extent*, and *don't know*.

Twenty-five percent ( $\pm 0.8$ ) of members indicated that people did not get away with this type of behavior at all; 38% ( $\pm 0.9$ ) said to a *small* or *moderate extent*; and 13% ( $\pm 0.6$ ) noted it occurred to a *large* or *very large extent*. Additionally, 25% ( $\pm 0.8$ ) said they did not know. Blacks ( $20\% \pm 1.2$ ) and Native Americans/Alaskan Natives ( $24\% \pm 7.1$ ) were most likely and Whites ( $10\% \pm 0.8$ ) were least likely to believe that people got away with racial/ethnic harassment and discrimination to a *large* or *very large extent* on their installation/ship. Hispanics ( $16\% \pm 1.4$ ) and Asians/Pacific Islanders ( $15\% \pm 1.6$ ) fell between the two extremes.

The degree to which members felt that people got away with racial/ethnic harassment and discrimination to a *large* or *very large extent* differed across Services. Figure 7.11 shows that, overall, members in the Army (16%), Navy (13%), and Marine Corps (13%) were most likely to believe that people largely got away with this type of behavior. Those in the Air Force (8%) and Coast Guard (5%) were less likely to feel this way. Proportionately few Whites in the Air Force and Coast Guard (6% and 3%, respectively), as well as Native Americans/Alaskan Natives in the Air Force (5%), believed that individuals got away with racial/ethnic harassment and discrimination to a *large* or *very large extent*.

Junior enlisted ( $18\% \pm 1.3$ ) were more likely than senior enlisted ( $11\% \pm 0.8$ ) to believe that people got away with racial/ethnic harassment and discrimination to a *large* or *very large extent* on their installation/ship. Both enlisted groups were more likely than officers ( $4\% \pm 0.5$ ) to make this assertion. Black junior enlisted personnel ( $24\% \pm 2.4$ )

**Figure 7.11**  
**Percent of Racial/Ethnic Group and Service Who Indicated**  
**that People on Their Installation/Ship Got Away with**  
**Racial/Ethnic Harassment or Discrimination**



Source: 1996 EOS Q61a

were among those most likely to say that people got away with racial/ethnic harassment and discrimination. In contrast, only 2% ( $\pm 0.5$ ) of White officers said that people got away with these behaviors to a *large* or *very large extent*.

#### Freedom from Reprisal

An effective complaints handling system must possess at least one requisite condition—targets must know that the system will protect them if they file a complaint. If fear of reprisal (for filing a complaint) exists, members may feel compelled to endure the situation or to use some less-than-optimal method for alleviating the situation. Two items in the survey examined the degree to which

all members believed that complainants are free from reprisals.<sup>29</sup>

**Fear of negative consequences.** One item asked members about the extent to which they felt free to report racial/ethnic harassment or discrimination on their installation/ship. The response alternatives were the same as those reported for the preceding section and ranged from *not at all* to a *very large extent*. Overall, 57% ( $\pm 0.9$ ) of members indicated that to a *large* or

*very large extent* they felt they could file a report without fear of negative consequences. Twenty-three percent ( $\pm 0.8$ ) said they were free to a *small* or *moderate extent* to report without negative consequences; 12% ( $\pm 0.6$ ) said they were *not at all* free to report without negative consequences; and 8% ( $\pm 0.5$ ) responded *don't know*.

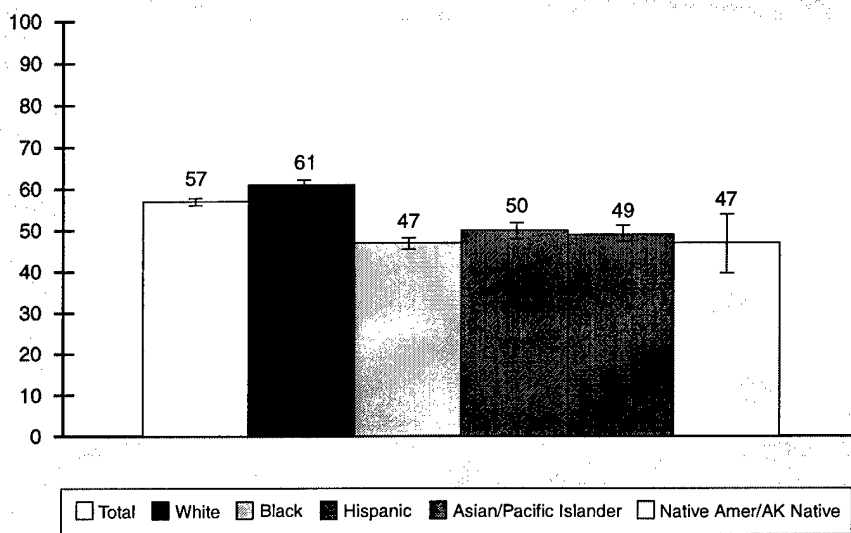
The extent to which members felt free to make reports differed across racial/ethnic groups. Figure 7.12 shows that Whites (61%) were more likely than members of any other racial/ethnic group (47% to 50%) to feel that to a *large* or *very large extent* they could file a report without fear.

<sup>29</sup> Chapter 6 also contained four questions assessing reprisal-related concerns. Items 56f, 56g, 56h, and 56s were, however, asked only of those people who said they experienced racial/ethnic harassment or discrimination and described their most bothersome situation.

Figure 7.12

**Percent of Racial/Ethnic Group Who Indicated that Members on Their Installation/Ship Felt Free to Report Racial/Ethnic Harassment or Discrimination**

Percent of Service Members Responding Large or Very Large Extent



Source: 1996 EOS Q61b

More than half the members in each Service (54% to 61%) felt that to a *large* or *very large extent* they could report instances of racial/ethnic harassment and discrimination without fearing negative consequences (see Figure 7.13). Within Services, there was a striking difference between Whites and the members of other racial/ethnic groups. Whites were consistently more likely than members of other racial/ethnic groups to believe that to a *large* or *very large extent* they could make complaints without fear of bad things happening to them.

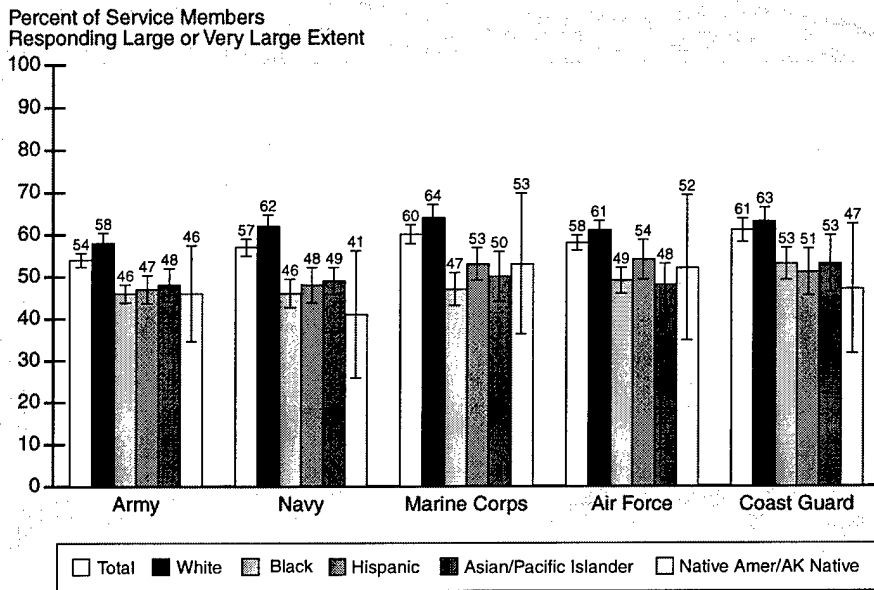
Paygrade category was also related to whether or not members felt free to report racial/ethnic harassment and discrimination without fear of bad things happening to them. Junior enlisted (46%  $\pm$  1.7) were less likely than senior enlisted

(58%  $\pm$  1.4) to indicate that they did not fear negative consequences to a *large* or *very large extent*. Both enlisted groups were less likely than officers (73%  $\pm$  1.3) to make this assertion. Black and Asian/Pacific Islander junior enlisted (41%  $\pm$  2.8 and 41%  $\pm$  3.9, respectively) were least likely to perceive the same level of freedom from reprisal. In contrast, more than three quarters (76%  $\pm$  1.5) of White officers said that they felt free to make reports

of racial/ethnic harassment and discrimination without fear of negative consequences.

**Protecting complainants.** Another item asked if those who made complaints of racial/ethnic harassment and discrimination are protected on their installation/ship. Respondents could answer *yes*, *no*, or *don't know*. Overall, 35% ( $\pm$  0.9) of members felt that steps were taken on their installation/ship to protect complainants. Another 12% ( $\pm$  0.6) indicated that complainants were not protected on their installation/ship, and the remaining 53% ( $\pm$  0.9) answered *don't know*. Again, as mentioned in the beginning of the section on enforcement, the relatively large percentage of respondents who indicated *don't know* is understandable. Unless an individual has been a complainant or knows someone who has been

**Figure 7.13**  
**Percent of Racial/Ethnic Group and Service Who Indicated**  
**that Members on Their Installation/Ship Felt Free to**  
**Report Racial/Ethnic Harassment or Discrimination**



Source: 1996 EOS Q61b

a complainant, they probably have little idea of how much protection is extended. Whites (38%) and Asians/Pacific Islanders (37%) were more likely than Blacks (26%), Hispanics (30%), and Native Americans/Alaskan Natives (29%) to believe that there was protection for complainants on their installation/ship (see Figure 7.14).

Service-related differences were detected in the percentage of members indicating that complainants were protected. Those in the Navy (39%) were more likely than those in the Army (33%), Marine Corps (34%), and Air Force (34%) to believe that their installation/ship would protect individuals who filed complaints of racial/ethnic discrimination and harassment (see Figure 7.15). Within each Service, there was a noticeable difference in the perceptions of Blacks and Whites. In all Services, proportionately more Whites than Blacks believed

that complainants were protected on their installation/ship. In the Army, Navy, and Marine Corps, Whites were more likely than Hispanics to believe that complainants were protected.

Junior enlisted (27%  $\pm$  1.6) were less likely than senior enlisted (36%  $\pm$  1.3) to believe that complainants were protected on their installation/ship, and both enlisted groups were less likely than officers (46%  $\pm$  1.5) to make this assertion. Black junior enlisted (22%

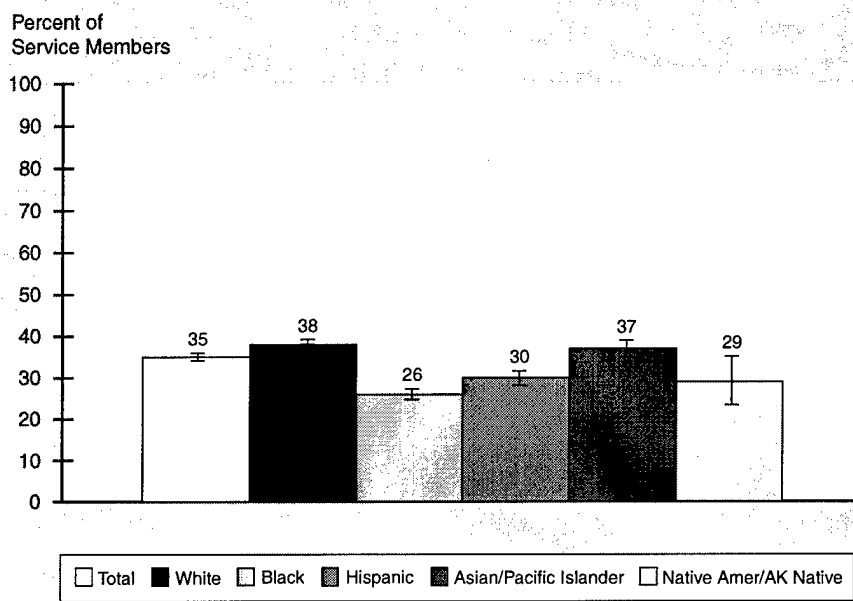
$\pm$  2.4) were among the least likely and White officers (48%  $\pm$  1.8) among the most likely to believe that protection is provided.

## Training

Neither our society nor the military is devoid of individuals who hold racist attitudes and beliefs toward those who belong to racial/ethnic groups other than their own. Training is one way in which an organization can decrease the likelihood that individuals will act on these beliefs and attitudes. That is, training can be used to communicate what types of behavior are considered racist and, therefore, are inappropriate in the organizational context. Training can also be used to teach targets and supervisors how to deal with racial/ethnic harassment or discrimination if it occurs.

Figure 7.14

**Percent of Racial/Ethnic Group Who Indicated that Complainants  
on Their Installation/Ship Were Protected**



Source: 1996 EOS Q58g

The first part of this section examines service members' views regarding the extent to which training conveys knowledge of (a) what constitutes racist acts and (b) the process for reporting racial/ethnic harassment and discrimination. The second and third subsections examine the amount of EO training and the training topics provided to members during the 12 months prior to completion of the survey. The final part of the section assesses the effectiveness of training to combat racial/ethnic harassment and discrimination.

#### Knowing Racist Acts and the Reporting Process

If individuals are to avoid racist or offensive words and behaviors, they must be aware of what is considered offensive by members of other racial/ethnic groups. Survey respondents were asked the extent to which they knew and understood the kinds of words, symbols, and actions considered

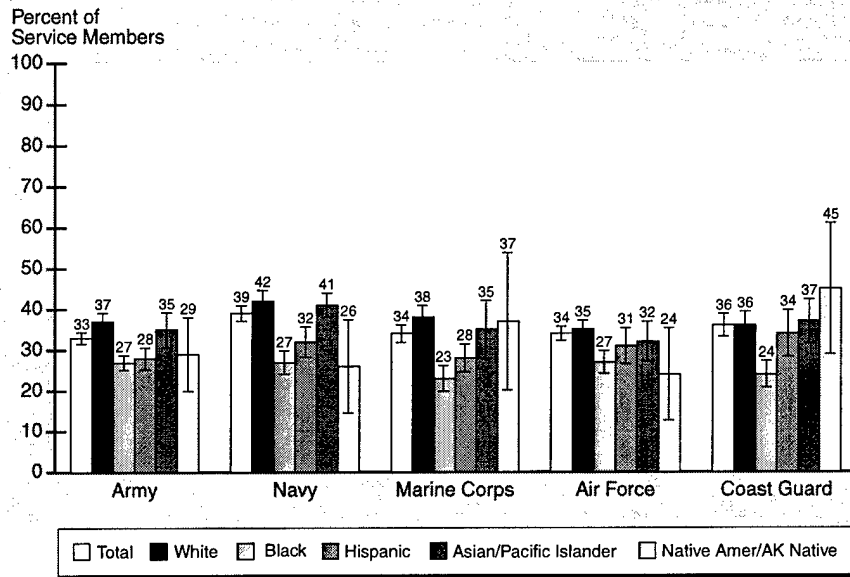
to be racist or offensive by others. If acts of racial/ethnic harassment or discrimination do occur, targets of these acts need to be aware of the reporting process. Consequently, respondents were also asked about the extent to which they know and understand the complaint reporting process on their installation/ship. For both issues, the response alternatives were *not at all*, *small extent*, *moderate extent*, *large extent*, and *very large extent*.

#### Knowing racist language, symbols, and actions.

Forty-nine percent ( $\pm 0.9$ ) of members indicated that they knew and understood to a *large* or *very large extent* the kinds of words, symbols, and actions considered to be racist or offensive by members of other racial/ethnic groups. Forty-three percent ( $\pm 0.9$ ) felt they knew and understood these concerns to a *small* or *moderate extent*, and 8% ( $\pm 0.5$ ) said they did not know or understand them at all. Asians/Pacific Islanders ( $40\% \pm 2.1$ ) were less likely than Blacks ( $54\% \pm 1.5$ ) and Hispanics ( $50\% \pm 2.0$ ) to feel that to a *large* or *very large extent* they knew and understood the kinds of words, symbols, and actions considered to be racist or offensive to other racial/ethnic groups. In addition, Whites ( $48\% \pm 1.3$ ) were less likely than Blacks to feel that they understood these concerns to a *large* or *very large extent*. The rate for Native Americans/Alaskan Natives was  $55\% (\pm 6.9)$ .

Figure 7.15

**Percent of Racial/Ethnic Group and Service Who Indicated that Complainants on Their Installation/Ship Were Protected**



Source: 1996 EOS Q58g

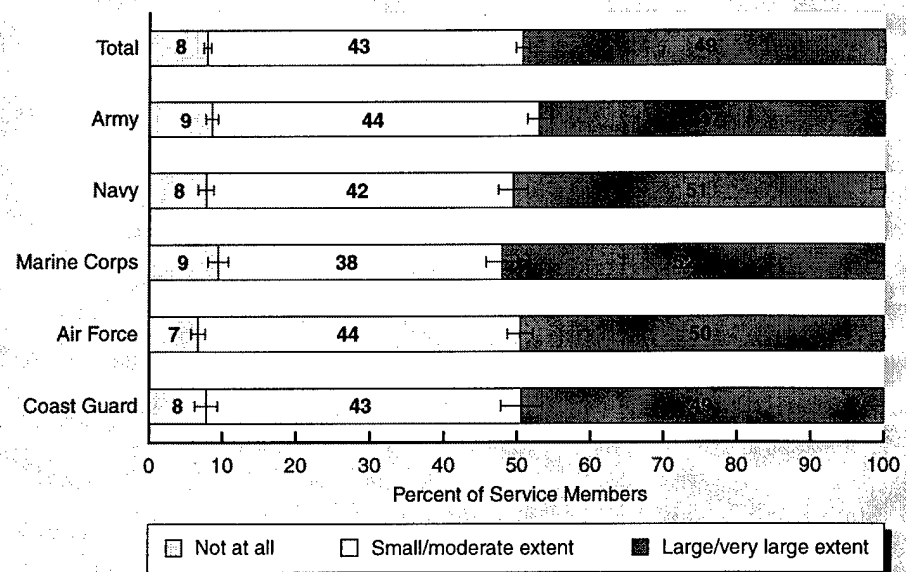
Army (44%), Air Force (44%), or Coast Guard (43%) to indicate that they knew and understood racist language, symbols, and actions to a *small* or *moderate* extent. There were no Service-related differences in the percentages who responded *not at all*.

Within Services, Blacks in the Air Force (63%  $\pm$  3.0) and Coast Guard (64%  $\pm$  3.6) were among those most likely to indicate that to a *large* or *very large* extent they knew

Army (47%), Navy (51%), Air Force (50%), and Coast Guard (49%) personnel were equally likely to say that to a *large* or *very large* extent they knew and understood racist language, symbols, and actions (see Figure 7.16). Marines (52%) were more likely than those in the Army to indicate that they knew and understood to a *large* or *very large* extent. Conversely, Marines (38%) were less likely than those in the

Figure 7.16

**Percent of Service Who Indicated the Extent to which Racist or Offensive Words, Symbols, and Actions Were Known and Understood**



Source: 1996 EOS Q68a



and understood the kinds of words, symbols, and actions considered to be racist or offensive by members of other racial/ethnic groups. Asians/Pacific Islanders in the Army ( $38\% \pm 4.3$ ) were among those least likely to respond in this manner.

Overall, paygrade category was unrelated to knowledge and understanding of the kinds of words, symbols, and actions considered to be racist or offensive by other groups. Junior enlisted, senior enlisted, and officers ( $48\% \pm 53\%$ ,  $\pm 1.4$  to  $\pm 1.7$ ) were equally likely to indicate that to a *large* or *very large extent* they knew and understood racist language, symbols, and actions. Within paygrade categories, Black officers ( $64\% \pm 1.8$ ) were most likely to indicate that they knew and understood this material. Junior and senior enlisted personnel who were Asian/Pacific Islander ( $40\% \pm 4.1$  and  $39\% \pm 2.7$ , respectively) were least likely to indicate high levels of knowledge and understanding.

#### **Knowing the reporting process.**

Fifty-five percent ( $\pm 0.9$ ) of members indicated that to a *large* or *very large extent* they knew and understood the process for reporting racial/ethnic harassment and discrimination on their installation/ship. Thirty-eight percent ( $\pm 0.9$ ) believed they knew and understood the reporting process to a *small* or *moderate extent*, and 7% ( $\pm 0.5$ ) said they did not know and understand it at all. Whites ( $57\% \pm 1.3$ )

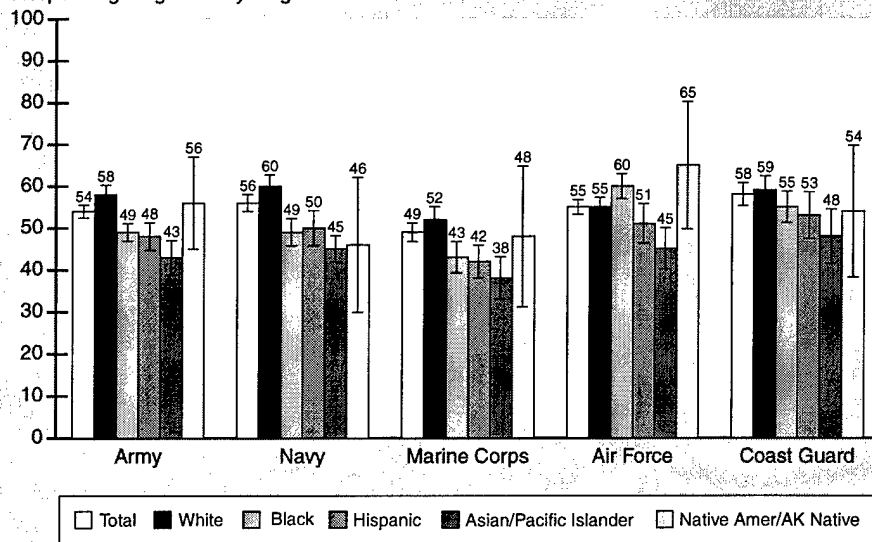
were more likely than Blacks ( $51\% \pm 1.4$ ), Hispanics ( $48\% \pm 2.0$ ), or Asians/Pacific Islanders ( $44\% \pm 2.0$ ) to indicate that they knew and understood the reporting process to a *large* or *very large extent*. Additionally, Blacks and Native Americans/Alaskan Natives  $54\% (\pm 7.2)$  were more likely than Asians/Pacific Islanders to indicate that they knew and understood the process to a *large* or *very large extent*.

Marines (49%) were less likely than members of other Services (54% to 58%) to indicate they knew and understood the reporting process to a *large* or *very large extent* (see Figure 7.17). There was no difference in overall rates among the remaining Services. Whites in the Army (58%) and Coast Guard (59%), as well as Blacks in the Air Force (60%), were among those most likely to indicate they knew and understood the process to a *large* or *very large extent*. Asian/Pacific Islander Marines (38%) were among the least likely.

**Figure 7.17**

**Percent of Racial/Ethnic Group and Service Who Indicated that They Knew and Understood the Reporting Process for Harassment and Discrimination on Their Installation/Ship**

Percent of Service Members Responding Large or Very Large Extent



Source: 1996 EOS Q68b

Junior enlisted ( $39\% \pm 1.7$ ) were less likely than senior enlisted ( $61\% \pm 1.3$ ) to indicate that they knew and understood the reporting process on their installation/ship to a *large* or *very large extent*, and officers ( $70\% \pm 1.4$ ) were more likely than both enlisted groups to make the same assertion. Within paygrade categories, Asian/Pacific Islander junior enlisted ( $30\% \pm 3.4$ ) were least likely to indicate that they knew and understood the reporting process. In contrast,  $71\% (\pm 1.7)$  of White officers said that they knew and understood the reporting process to a *large* or *very large extent*.

### Amount of Training

Survey respondents were asked how much training they had received on racial/ethnic issues during the 12 months preceding the survey. Table 7.4 shows that 23% of members indicated they had received no training during the previous year. Twelve percent of members had received an hour or less of training in the previous year; 33% had received more than 1 hour but not more than 4 hours; 19% had received more than 4 hours but not more than 8 hours; and 11% received more than 8 hours of training.

There were racial/ethnic-related differences in the amount of EO training members said that

they had received in the previous 12 months; Blacks and Hispanics tended to indicate lesser amounts of training than indicated by Whites. For example, Whites (21%) were less likely than Blacks (29%) and Hispanics (28%) to indicate that they received no training during the 12 months prior to the survey (see Table 7.4). In addition, Whites (21%) were more likely than Blacks (15%) and Hispanics (17%) to indicate that they had received more than 4 hours of training but not more than 8 hours.

There were Service-related differences in the amount of race/ethnicity-related training that members received during the 12 months preceding the survey (see Figure 7.18). Marines (30%) were more likely than those in the Army (20%), Navy (22%), and Coast Guard (25%) to have received no such training. Additionally, those in the Air Force (27%) were significantly more likely than those in the Army and Navy to have not received training.

### Topics Covered in Training

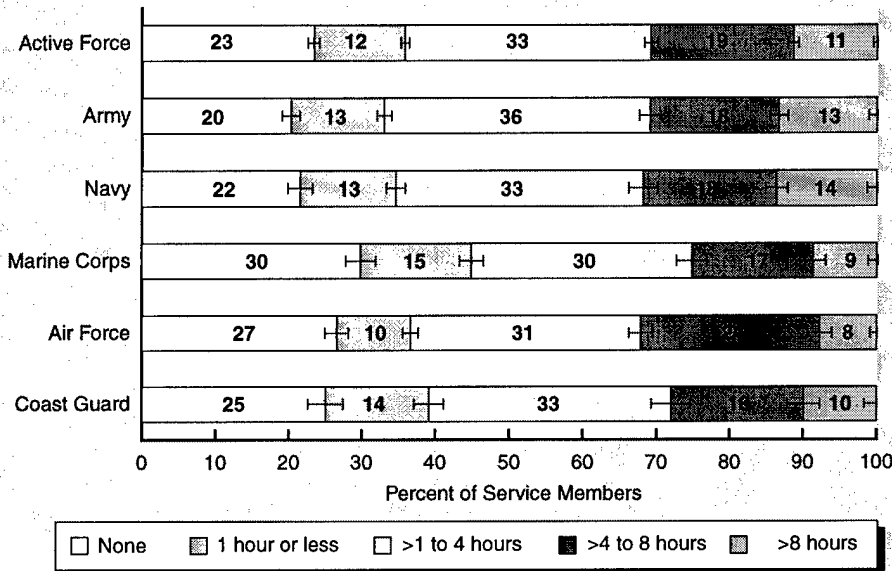
Survey respondents were asked whether or not they had training in five EO-related areas during the year prior to the survey. For each item, the respondent could indicate either *yes* or *no*. The results are presented in order of the overall prevalence.

**Table 7.4**  
***Amount of Racial/Ethnic EO Training Received During the Prior 12 Months***

Amount of Training	Racial/Ethnic Group											
	Total		White		Black		Hispanic		Asian/ Pacific Islander		Native Amer/AK Native	
	%	CI	%	CI	%	CI	%	CI	%	CI	%	CI
No training	23	$\pm 0.8$	21	$\pm 1.0$	29	$\pm 1.3$	28	$\pm 1.7$	25	$\pm 1.7$	28	$\pm 7.0$
1 hour or less	12	$\pm 0.6$	12	$\pm 0.8$	14	$\pm 1.1$	14	$\pm 1.3$	17	$\pm 1.8$	11	$\pm 4.8$
More than 1 hour, but not more than 4 hours	33	$\pm 0.9$	35	$\pm 1.2$	30	$\pm 1.3$	31	$\pm 1.8$	33	$\pm 1.9$	28	$\pm 6.4$
More than 4 hours, but not more than 8 hours	19	$\pm 0.7$	21	$\pm 1.0$	15	$\pm 1.0$	17	$\pm 1.6$	17	$\pm 1.8$	19	$\pm 5.3$
More than 8 hours	11	$\pm 0.6$	12	$\pm 0.8$	12	$\pm 0.9$	10	$\pm 1.3$	9	$\pm 1.0$	13	$\pm 4.2$

Figure 7.18

*Percent of Service Who Indicated How Much Racial/Ethnic EO Training They Received During the Prior 12 Months*



Source: 1996 EOS Q70

### *Policies on racial/ethnic discrimination.*

Over three quarters (77%) of members indicated that they had received training on their Service's policies on racial/ethnic harassment and discrimination during the previous 12 months (see Table 7.5). Whites (79%) were more likely than either Blacks (71%) or Hispanics (71%) to say they had training on this topic. The percentages for Asians/Pacific Islanders

Table 7.5

*Members Who Indicated that They Received Training on Selected EO Topics During the Prior 12 Months*

EO-Related Topics		Racial/Ethnic Group											
		Total		White		Black		Hispanic		Asian/ Pacific		Native Amer/AK	
										Islander		Native	
		%	CI	%	CI	%	CI	%	CI	%	CI	%	CI
69a	Your Service's policies on racial/ethnic discrimination and harassment	77	±0.8	79	±1.0	71	±1.3	71	±1.6	75	±1.8	72	±6.9
69c	Procedures for reporting racial/ethnic discrimination and harassment	72	±0.8	74	±1.1	67	±1.4	67	±1.7	70	±1.9	67	±7.1
69d	How to identify and deal with racial/ethnic discrimination and harassment	68	±0.8	71	±1.2	62	±1.4	63	±1.8	65	±2.0	62	±7.4
69b	Your Service's policies on members participating in extremist activities	57	±0.9	60	±1.2	52	±1.4	51	±2.0	51	±2.1	55	±7.3
69e	Cross-cultural awareness and stereotypes	56	±0.9	58	±1.3	50	±1.4	50	±2.0	56	±2.1	51	±7.2

and Native Americans/Alaskan Natives were 75% and 72%, respectively.

Marines (72%) were less likely than those in the Army (77%), Navy (80%), and Coast Guard (77%) to indicate they had received training on their Service's policies regarding racial/ethnic harassment and discrimination (see Figure 7.19). Additionally, Air Force personnel (74%) were less likely than those in the Navy to say they had received such training. In the Marine Corps and Coast Guard, Whites were more likely than Blacks, Hispanics, and Asians/Pacific Islanders to have said they received training on this topic. To a lesser extent, the same pattern existed in the Army and Navy.

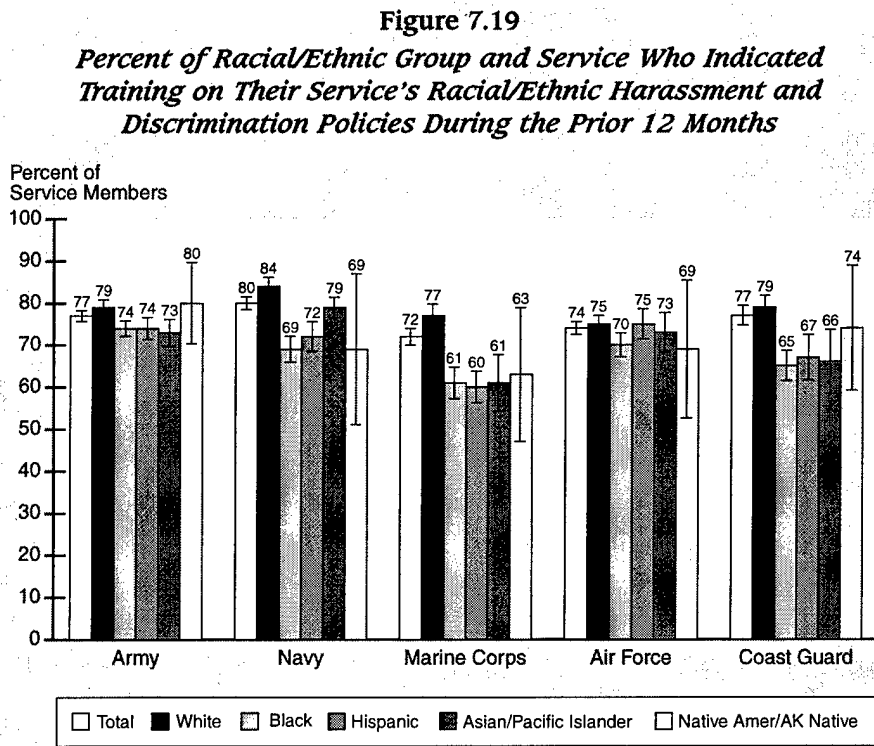
Junior enlisted ( $72\% \pm 1.5$ ) were less likely than both senior enlisted ( $79\% \pm 1.1$ ) and officers ( $80\% \pm 1.2$ ) to indicate they had received training

on their Service's policies on racial/ethnic harassment and discrimination during the 12 months prior to the survey. White senior enlisted personnel ( $81\% \pm 1.5$ ) and officers ( $82\% \pm 1.4$ ) were the most likely to say they had received this training in the previous year; Black junior enlisted ( $64\% \pm 2.7$ ) were least likely.

**Reporting procedures.** For the 12 months prior to the survey, 72% of members indicated they had received training on the procedures for reporting racial/ethnic harassment and discrimination (see Table 7.5). Whites (74%) were more likely than Blacks (67%), Hispanics (67%), and Asians/Pacific Islanders (70%) to say they had been trained on this topic.

Marines (62%) were less likely than members of the other Services to note that they had training on complaints reporting procedures (see Figure 7.20).

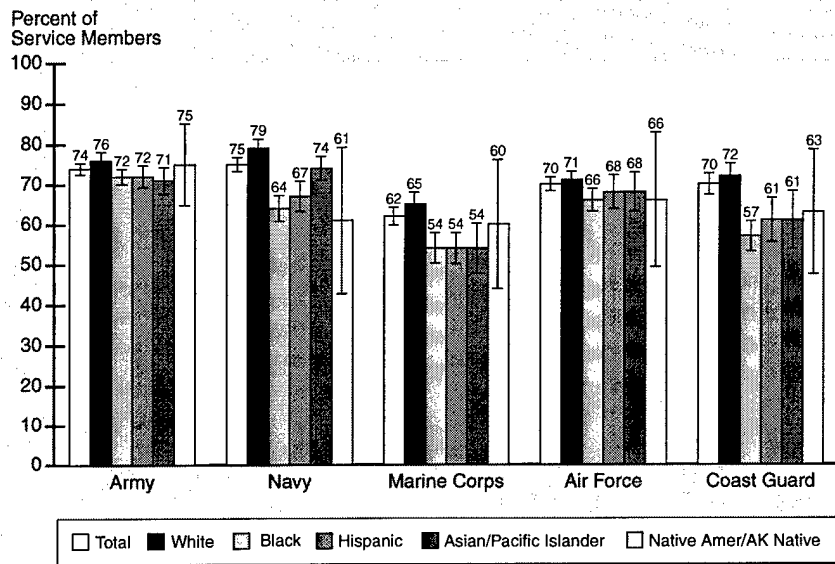
In addition, Air Force (70%) and Coast Guard (70%) personnel were less likely than those in the Navy (75%) to say they received training on this topic in the 12 months preceding the survey. Whites in the Marine Corps and Coast Guard were more likely than Blacks, Hispanics, and Asians/Pacific Islanders in those Services to say they had training on reporting procedures. In the Navy, Whites were more likely to indicate training in this area than were Blacks and Hispanics.



Source: 1996 EOS Q69a

Figure 7.20

**Percent of Racial/Ethnic Group and Service Who Indicated Training on Complaint-Reporting Procedures During the Prior 12 Months**



Source: 1996 EOS Q69c

**harassment and discrimination.** For the 12 months preceding the survey, 68% of members indicated they had received training on how to identify and deal with racial/ethnic harassment and discrimination (see Table 7.5). Whites (71%) were more likely to say they had training on this topic than were Blacks (62%), Hispanics (63%), Asians/Pacific Islanders (65%), and Native Americans/Alaskan Natives (62%).

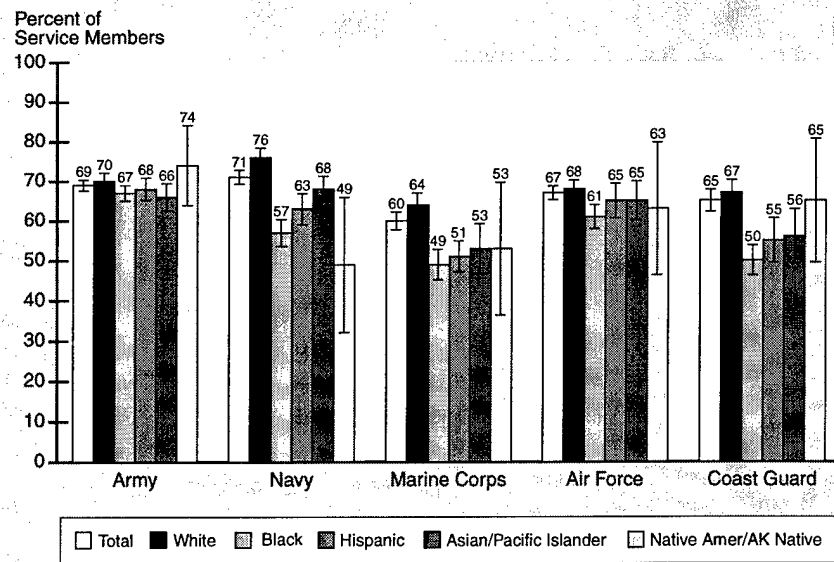
Figure 7.21 shows that Marines (60%)

Junior enlisted ( $65\% \pm 1.6$ ) were less likely than both senior enlisted ( $75\% \pm 1.2$ ) and officers ( $78\% \pm 1.3$ ) to indicate they had been trained on reporting procedures. White senior enlisted personnel ( $77\% \pm 1.7$ ) and officers ( $79\% \pm 1.5$ ) were the most likely to say they had received this type of training in the prior year; Black and Hispanic junior enlisted ( $60\% \pm 2.8$  and  $61\% \pm 2.8$ , respectively) were least likely.

**Identifying and dealing with**

Figure 7.21

**Percent of Racial/Ethnic Group and Service Who Indicated Training on How to Identify and Deal with Racial/Ethnic Harassment and Discrimination During the Prior 12 Months**



Source: 1996 EOS Q69d

were less likely to indicate they had training on this topic than were members of any other Service (65% to 71%). In the Marine Corps, Navy, and Coast Guard, Whites were more likely than Blacks, Hispanics, and Asians/Pacific Islanders to have said they received training on identifying and dealing with racial/ethnic harassment and discrimination. In the Air Force, Whites were more likely than Blacks to have indicated receiving training on this topic. There was no difference among racial/ethnic groups in the Army.

Junior enlisted ( $61\% \pm 1.7$ ) were less likely than both senior enlisted ( $71\% \pm 1.2$ ) and officers ( $73\% \pm 1.4$ ) to indicate they had received training on how to identify and deal with racial/ethnic harassment and discrimination. White senior enlisted personnel and officers ( $74\% \pm 1.7$  and  $75\% \pm 1.6$ , respectively) were the most likely to say they had received this training; Black and Hispanic junior enlisted ( $55\% \pm 2.8$  and  $58\% \pm 2.9$ , respectively) were least likely.

#### ***Policies on extremist activities.***

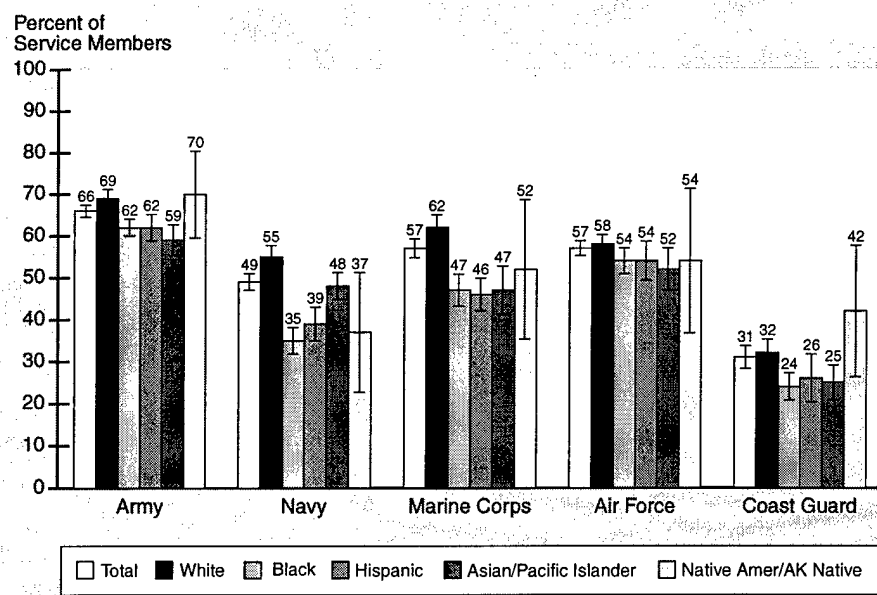
For the 12 months preceding the survey, 57% of members indicated that they were trained on their Service's policies regarding participation in extremist activities (see Table 7.5). As with the previous topics, Whites (60%) were more likely than Blacks

(52%), Hispanics (51%), and Asians/Pacific Islanders (51%) to say they had the specified training.

Army personnel (66%) were more likely than members of other Services to indicate receiving training on policies regarding participation in extremist activities (see Figure 7.22). In addition, those in the Marine Corps (57%) and Air Force (57%) were more likely than Navy (49%) and Coast Guard (31%) personnel to say they had received training in this area. Whites in the Army (69%) were the most likely to have said they received training on policies regarding extremist activities. In the Army, Navy, and Marine Corps, Whites were more likely than Blacks, Hispanics, or Asians/Pacific Islanders to say they had received such training.

Junior enlisted ( $52\% \pm 1.7$ ) were less likely than both senior enlisted ( $60\% \pm 1.3$ ) and officers

**Figure 7.22**  
***Percent of Racial/Ethnic Group and Service Who Indicated Training on Their Service's Policies on Participating in Extremist Activities During the Prior 12 Months***



Source: 1996 EOS Q69b

(63%  $\pm$  1.5) to indicate they had received training on their Service's policies on members participating in extremist activities. White senior enlisted personnel (62%  $\pm$  1.9) and officers (64%  $\pm$  1.7) were the most likely to say they had received this training in the past year; Black junior enlisted (44%  $\pm$  2.8) were least likely.

### *Cross-cultural awareness and stereotypes.*

For the 12 months preceding the survey, 56% of service members indicated they had received training on cross-cultural awareness and stereotypes (see Table 7.5). Whites (58%) were more likely than Hispanics (50%) or Blacks (50%) to say that they had received such training.

Marines (47%) were less likely than Army (58%), Navy (55%), or Air Force (59%) members to indicate they had received training in cross-cultural awareness (see Figure 7.23). In addition,

Coast Guard personnel (51%) were less likely to say they received this type of training than were those in the Army or Air Force. In the Army and Marine Corps, Whites were more likely to indicate having received training on this topic than were Blacks, Hispanics, and Asians/Pacific Islanders. In the Navy, Whites were more likely than Blacks or Hispanics to say they had been trained in this area. In the Coast Guard, the percentage of Whites saying they received cross-cultural awareness and stereotypes training was higher than was the percentage for Blacks.

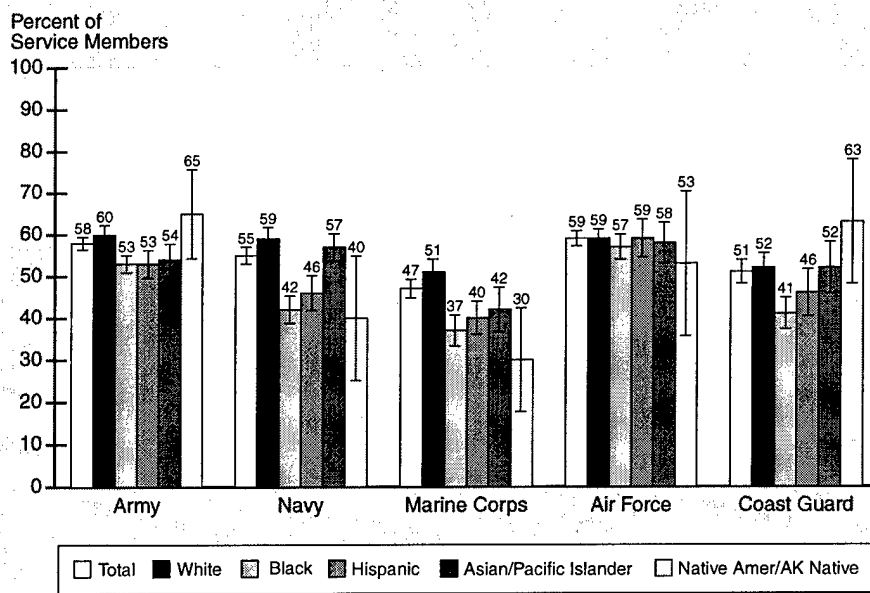
Junior enlisted (51%  $\pm$  1.7) were less likely than senior enlisted (57%  $\pm$  1.3) to indicate they had received training on cross-cultural awareness and stereotypes, and both enlisted groups were less likely than officers (61%  $\pm$  1.5) to indicate having received training on this topic. White officers (62%  $\pm$  1.8) were among the most likely to have

said they received training in this area; Black and Hispanic junior enlisted (43%  $\pm$  2.8 and 46%  $\pm$  3.0, respectively) were least likely.

### **Training Effectiveness**

The final part of this section examines members' perceptions regarding the effectiveness of training in combating racial/ethnic harassment and discrimination. There are multiple ways to assess training effectiveness. One measure is the degree to which training

**Figure 7.23**  
*Percent of Racial/Ethnic Group and Service Who Indicated Training on Cross-Cultural Awareness and Stereotypes During the Prior 12 Months*



Source: 1996 EOS Q69e

increased awareness in the intended topic area. A more stringent measure is the degree to which training changed behavior in a given area. The EOS addressed both of these issues by asking about the extent to which training was effective in raising awareness and reducing behaviors that might be considered discriminatory or harassing. The response alternatives for both questions were *not at all effective*, *slightly effective*, *moderately effective*, and *very effective*.

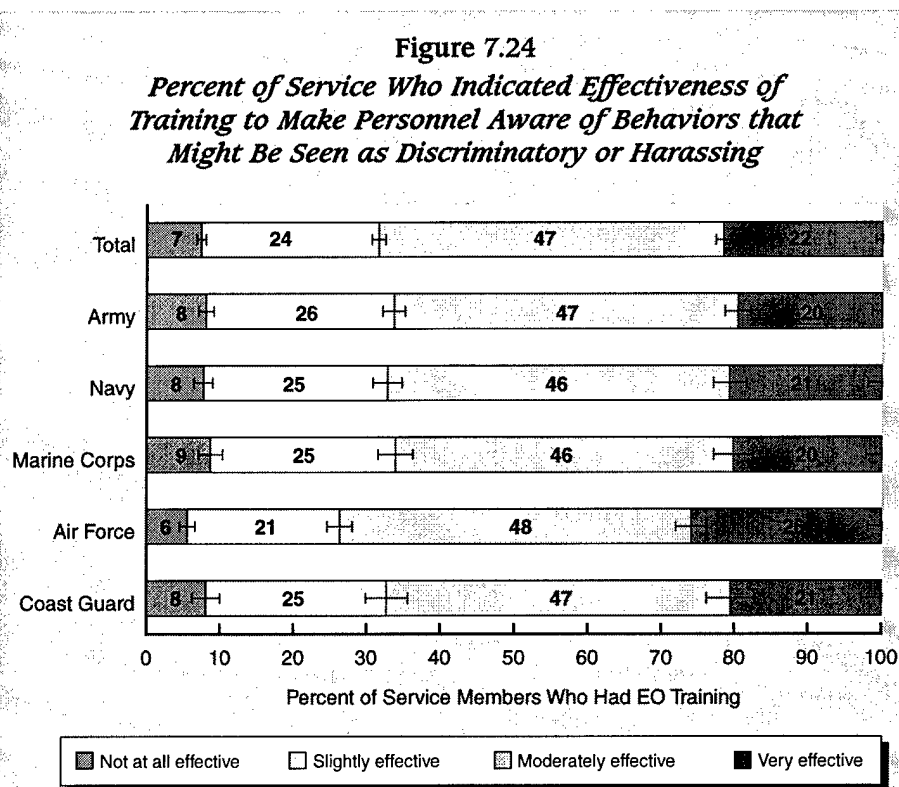
#### ***Effectiveness in increasing awareness.***

Respondents were asked how effective training received in the past 12 months was in making personnel aware of behaviors that might be seen as racial/ethnic harassment or discrimination. Only 7% indicated that their training had been *not at all effective* in making them aware of the behaviors that might be viewed as discriminatory or harassing (see Figure 7.24). Overall, 24% indicated that the

training was *slightly effective*; 47% felt it was *moderately effective*; and 22% believed it was *very effective*.

There was no difference in the degree to which members of different racial/ethnic groups felt the training was effective in raising awareness, and there were few differences across Services. As shown in Figure 7.24, Air Force personnel (26%) were more likely than those in the other Services (20% to 21%) to believe that the training was *very effective*.

Few differences were detected across paygrade categories. Officers ( $4\% \pm 0.6$ ) were less likely than either junior ( $10\% \pm 1.1$ ) or senior ( $7\% \pm 0.9$ ) enlisted to indicate the training was *not at all effective* in raising awareness. Officers ( $53\% \pm 1.7$ ) were, however, more likely than either junior ( $43\% \pm 2.0$ ) or senior ( $47\% \pm 1.6$ ) enlisted personnel to indicate the training was *moderately effective* in this regard. Black ( $17\% \pm 2.6$ ) and Hispanic ( $17\% \pm 2.7$ ) junior enlisted were least likely to indicate the training was *very effective*.



Source: 1996 EOS Q71

***Effectiveness in preventing/reducing behaviors.*** Respondents were also asked how effective the EO training was in actually preventing/reducing behaviors that might be seen as racial/ethnic harassment or discrimination. Overall, 14%



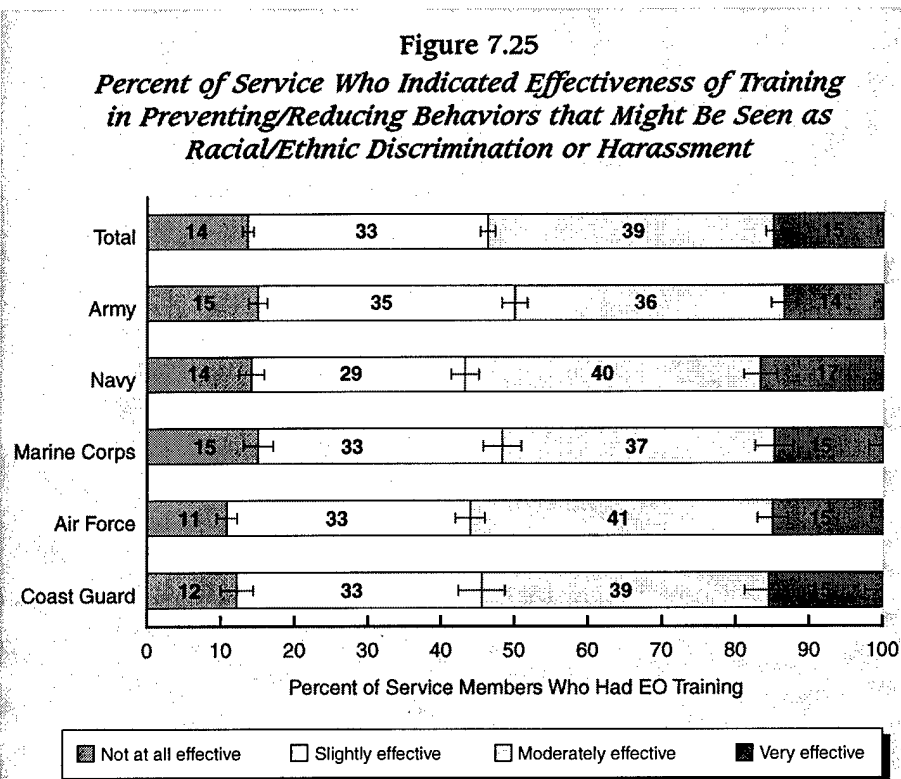
felt that the training was *not at all effective* in this regard (see Figure 7.25). Thirty-three percent indicated that the training was *slightly effective*; 39% felt it was *moderately effective*; and 15% believed it was *very effective* in preventing/reducing these types of behaviors. Although not shown in the Figure, the same general pattern was observed for each racial/ethnic group.

There was little variation across Services; 14% to 17% of members in each Service felt that the training was *very effective* in preventing/reducing discriminatory and harassing behaviors. Alternatively, 11% to 15% felt that the training was *not at all effective*. In the Navy, Asians/Pacific Islanders ( $22\% \pm 2.7$ ) were more likely than Whites ( $17\% \pm 2.3$ ), Blacks ( $16\% \pm 2.9$ ), or Hispanics ( $15\% \pm 3.0$ ) to indicate that the training was *very effective*.

Once again, there were few differences across paygrade categories. Junior enlisted ( $18\% \pm 1.6$ ) were more likely than senior enlisted ( $13\% \pm 1.1$ ) to indicate the training was *not at all effective* in preventing or reducing problem behaviors. Both enlisted groups were more likely than officers ( $9\% \pm 1.0$ ) to indicate the training was *not at all effective*. In addition, junior enlisted ( $35\% \pm 1.9$ ) were more likely than senior enlisted ( $30\% \pm 1.5$ ) to indicate the training was only *slightly effective*. Native American/Alaskan Native officers ( $8\% \pm 2.9$ ) were least likely to indicate the training was *very effective*.

### Military Attention to Racial/Ethnic Harassment and Discrimination

Members were asked whether they thought the military has paid too much or too little attention to racial/ethnic harassment and discrimination in the past several years. Overall, almost half ( $49\% \pm 0.9$ ) of members said that the military has paid *the right amount of attention*. The remainder was almost evenly split between those who marked that the military has paid *too little attention* ( $28\% \pm 0.8$ ) and those who marked that the military has paid *too much attention* ( $23\% \pm 0.8$ ).



Source: 1996 EOS Q72

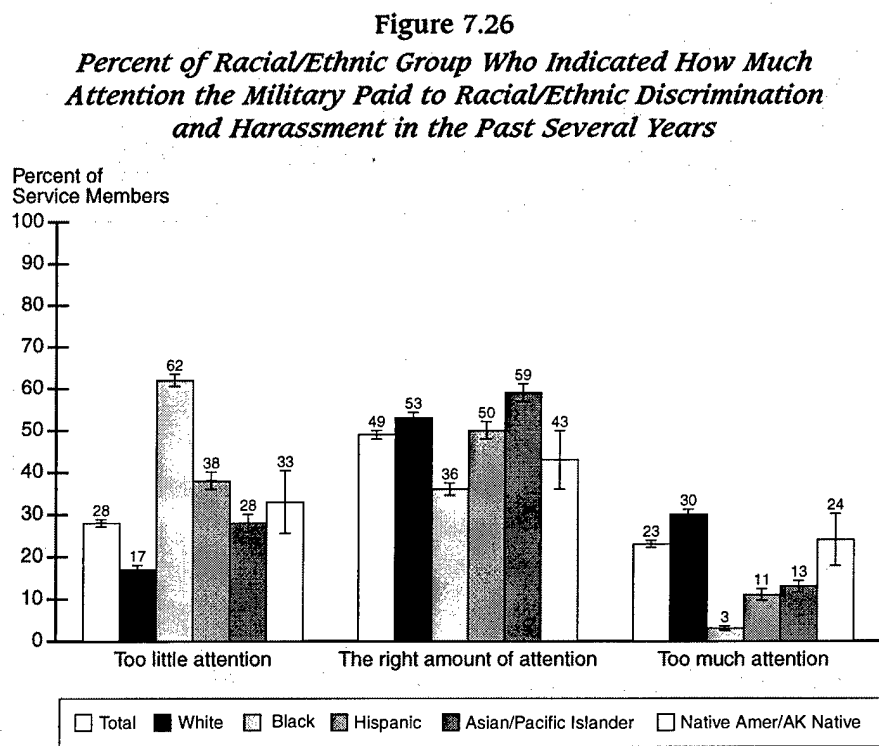
Figure 7.26 shows the percentage of each racial/ethnic group who responded each way. The findings demonstrate that perceptions of the military's attention to racial/ethnic harassment and discrimination were associated with the member's race/ethnicity. Asians/Pacific Islanders (59%) were most likely and Blacks (36%) were least likely to say the military has paid *the right amount of attention*. Figure 7.26 also shows that Whites (30%) were more likely than members of most other racial/ethnic groups (3% to 13%)<sup>30</sup> to say the military has paid *too much attention*. Blacks (62%) were more likely than all other racial/ethnic groups (17% to 38%) to say the military has paid *too little attention*.

Proportionately more of the Air Force (56%  $\pm$  1.8) than any other Service indicated that the

military has paid *the right amount of attention*. Forty-nine percent ( $\pm$  2.9) of the Coast Guard, 48% ( $\pm$  2.0) of the Navy, 48% ( $\pm$  2.3) of the Marine Corps, and 47% ( $\pm$  1.6) of the Army indicated that the military has paid *the right amount of attention* to racial/ethnic harassment and discrimination in the past several years.

There were paygrade category-related differences. In general, both groups of enlisted personnel (47%  $\pm$  1.7 for junior enlisted and 48%  $\pm$  1.4 for senior enlisted) were less likely than officers (59%  $\pm$  1.5) to say the military paid *the right amount of attention*. Although this pattern was evident among White and Hispanic members, it was not seen among Black and Asian/Pacific Islander members. Among the latter two groups, the percentages for enlisted were much closer to that for officers.

For example, among Blacks, only the percentage for junior enlisted (33%  $\pm$  2.7) was lower than that for officers (40%  $\pm$  1.8). The percentage for senior enlisted (36%  $\pm$  1.8) was in-between. Among Asians/Pacific Islanders, 58% ( $\pm$  4.1) of junior enlisted, 58% ( $\pm$  2.8) of senior enlisted, and 63% ( $\pm$  4.8) of officers said the military paid *the right amount of attention* to racial/ethnic harassment and discrimination.



Source: 1996 EOS Q60

<sup>30</sup> These findings exclude Native Americans/Alaskan Natives whose percentage is accompanied by a large confidence interval.

## CHAPTER 8: PERCEPTIONS OF OPPORTUNITY AND GLOBAL ATTITUDES

The three sections of this chapter present findings on members' perceptions of opportunity and on their global attitudes. The first section describes members' assessments of opportunities in the military. Additionally, because the timely receipt of promotions is critical for a successful military career, the second section of this chapter explores members' perceptions of promotion opportunities. Finally, because members' perceptions of opportunities and conditions may influence other more global attitudes and behaviors, the third section presents findings on members' attitudes about their job and Service. Service-related analyses are presented when appropriate and gender-related analyses are provided for section two on promotion opportunities.

### **Military Opportunities: Relative to the Past and to Civilian Society**

This section of the chapter addresses members' perceptions of opportunities in the military. In the first subsection, the approach used in the *EOS* to gauge EO progress is discussed. The second subsection compares assessments of the opportunities available today to members of each racial/ethnic group to the opportunities available 5 years ago. Members' assessments of whether an array of opportunities are better in the military or better as a civilian are presented in the last subsection.

### **Limited Benchmarks for Evaluating Opportunities**

In conducting an organizational evaluation, it is desirable to have some standard against which the organization can judge its performance and progress. Because this is the first racial/ethnic harassment and discrimination survey ever undertaken for the Armed Forces, no past findings are available for use as benchmarks of progress. Similarly, there

are no norms or standards available from the private sector. This survey is the first of its kind.

The lack of internal or external benchmarks did not fully prevent the examination of the relative state of EO in the military today. To circumvent this problem, members were asked to judge the racial/ethnic environment in the military today against two standards. One, members who had been in the military for at least 5 years were asked to compare opportunities today to those of 5 years ago. Two, all members were asked to compare opportunities/conditions in the military against those available in the civilian sector.

These approaches have shortcomings that limit their usefulness as standards for judging organizational performance or progress. Two problems associated with the comparisons of opportunities today to those of 5 years ago are as follows.

1. Almost all members would have been promoted one or more times during the intervening five years. Thus, more positive views of today may be partially the result of a member's current higher organizational level.
2. Research has shown that memory can be quite faulty when trying to remember details from long ago.

Two concerns when comparing military to civilian opportunities are given below.

1. Military members' knowledge of civilian opportunities may be limited and second-hand. Many members never held a full-time civilian job before entering the military upon graduation from high school. For other military personnel, substantial time may have elapsed since they held a full-time civilian job. Members' current

knowledge of civilian workplaces may be limited to what they hear from friends or family or to their own experiences in part-time jobs.

2. Personnel who have chosen to remain in the military may be more positive about the military than others who left or never joined the Armed Forces.

### Opportunities: Today versus 5 Years Ago

Members were asked to evaluate opportunities for people of each racial/ethnic group relative to 5 years ago. Specifically, Question 79 consists of two sets of five items each. The first five items asked about opportunities for each of five racial/ethnic groups in the *nation*; whereas, the last five items asked about the opportunities for each racial/ethnic group in the *military*. All 10 items had three response alternatives: *better today*, *about the same as 5 years ago*, and *worse today*.

A fourth response alternative was added for the five items on the military: *Don't know—I have been in the military less than 5 years*. To ensure that the respondents had a relevant frame of reference, responses from only those members with at least 5 years of military service were used for all 10 items.

Table 8.1 presents the percentage of members with at least 5 years of service who indicated that opportunities/conditions are *better today* for people of each racial/ethnic group. Because the pattern of results for the questions about opportunities in the *nation* generally mirror those about opportunities in the *military* and because the latter findings are particularly salient to military EO, only findings on opportunities in the military (bottom half of Table 8.1) are discussed.

There is at least one consideration to keep in mind when interpreting members' assessments

**Table 8.1**  
*Members Who Indicated Opportunities Are "Better Today" Than 5 Years Ago*

Opportunities have gotten better over the last 5 years ...		Racial/Ethnic Group											
		Total		White		Black		Hispanic		Asian/ Pacific Islander		Native Amer/AK Native	
										%	CI	%	CI
<i>In our nation for...</i>													
79e	Whites	25	±0.7	15	±0.9	51	±1.5	40	±2.0	43	±2.1	24	±5.6
79a	Blacks	60	±0.9	67	±1.2	37	±1.4	57	±2.0	62	±2.0	63	±7.1
79b	Hispanics	56	±0.9	62	±1.3	41	±1.5	45	±2.0	57	±2.1	58	±7.1
79d	Asians/Pacific Islanders	52	±0.9	55	±1.3	43	±1.5	43	±2.1	50	±2.2	50	±7.2
79c	Native Americans/Alaskan Natives	45	±1.0	49	±1.3	32	±1.4	37	±2.0	48	±2.2	41	±7.1
<i>In the military for...</i>													
79j	Whites	26	±0.8	16	±1.1	53	±1.6	45	±2.4	48	±2.3	23	±5.6
79f	Blacks	57	±1.0	62	±1.4	39	±1.6	58	±2.4	62	±2.3	65	±8.6
79g	Hispanics	55	±1.0	59	±1.4	43	±1.6	47	±2.4	58	±2.3	57	±8.7
79i	Asians/Pacific Islanders	50	±1.1	52	±1.5	43	±1.6	47	±2.5	50	±2.3	51	±8.6
79h	Native Americans/Alaskan Natives	46	±1.1	49	±1.5	37	±1.6	43	±2.4	51	±2.4	41	±8.3

Note. Members with less than 5 years in the military were excluded from these analyses.

of opportunities in the military presented in the bottom half of Table 8.1. Although members' assessments are largely shaped by their own experiences and those of others in their *Service*, the *EOS* items asked members to assess opportunities in the *military* (not just opportunities in their *Service*). Therefore, members' answers about the military may have reflected both their opinions of opportunities in their *Service* and in the military as a whole.

Item 79j asked members to assess opportunities in the military for Whites. Overall, 26% of members indicated that military opportunities are better today for Whites (see Table 8.1). Fewer Whites (16%) and Native Americans/Alaskan Natives (23%) than Blacks (53%), Hispanics (45%), and Asians/Pacific Islanders (48%) marked this response.

Over half of all members (57%) indicated that military opportunities for Blacks are better today than 5 years ago (see Item 79f in Table 8.1). Blacks (39%) were less likely than others (58% to 65%) to make this assessment.

Over half of all members (55%) thought that military opportunities for Hispanics are better today (see Item 79g in Table 8.1). There were differences between the percentages for Blacks and Hispanics and those for other racial/ethnic groups. Over 4 of every 10 Blacks (43%) and Hispanics (47%)—compared to over 5 of every 10 Whites (59%), Asians/Pacific Islanders (58%) and Native Americans/Alaskan Natives (57%)—responded that opportunities for Hispanics have improved.

Half of all members thought military opportunities for Asians/Pacific Islanders are better today than 5 years ago (see Item 79i in Table 8.1). Blacks (43%) were among those least likely to say that opportunities for Asians/Pacific Islanders have improved. About half of other racial/ethnic group members (47% to 52%) marked that opportunities for Asians/Pacific Islanders have improved.

Not quite half (46%) of all members indicated that military opportunities for Native Americans/Alaskan Natives had improved over the last 5 years (see Item 79h in Table 8.1). Blacks (37%), Hispanics (43%), and Native Americans/Alaskan Natives (41%) were among those least likely to say that opportunities for Native Americans/Alaskan Natives have improved. About half of Whites (49%) and Asians/Pacific Islanders (51%) marked that opportunities for Native Americans/Alaskan Natives have improved.

When viewed as a whole, the findings about military opportunities highlight the differing perspectives of racial/ethnic group members. There was some consensus between racial/ethnic groups regarding the opportunities for Hispanics, Asians/Pacific Islanders, and Native Americans/Alaskan Natives. At least 4 out of 10 members in most racial/ethnic groups thought that opportunities for these groups are better today than 5 years ago. There was less consensus, however, on questions asking about military opportunities for Whites and Blacks. When asked about opportunities for Whites, a very small minority of Whites indicated they thought opportunities had improved compared to about half of Blacks, Hispanics, and Asians/Pacific Islanders. When asked about opportunities for Blacks, a minority of Blacks indicated they thought opportunities had improved, compared to over half of all other racial/ethnic groups.

Another way to look at these findings is to focus on the extent to which members marked that military opportunities for people of their own race/ethnicity are better today than 5 years ago. Few Whites (16%) indicated that opportunities for Whites had improved. About 4 in 10 Blacks and Native Americans indicated that opportunities for their race/ethnicity had improved. Finally, about 5 in 10 Hispanics and Asians/Pacific Islanders expressed this sentiment about opportunities for people of their race/ethnicity.

### Opportunities: Military versus Civilian

In addition to indicating their perceptions of change over the last 5 years, members also compared opportunities or conditions (e.g., quality of life and freedom from discrimination) in the military with those in the civilian sector. Members responded to each item with one of three response alternatives: *better in the military*, *no difference*, or *better as a civilian*. Figure 8.1 shows the overall results for each item. The racial/ethnic and Service breaks for each response alternative are presented in Appendix H.

Between 3% and 37% of members responded that particular opportunities/conditions were *better as a civilian*. Over one third of members indicated that for two items, quality of life and pay and benefits, opportunities/conditions were *better as a civilian*. Overall, 41% to 64% of members

indicated that opportunities/conditions were no different in the military than in civilian employment. Finally, 16% to 46% of members thought that opportunities/conditions were *better in the military*.

The opportunities/conditions were grouped into 3 categories: social conditions, opportunities to show pride, and economic opportunities/conditions. Table 8.2 lists the items, the category to which each item was assigned, and the overall and racial/ethnic group findings for two response options, *better as a civilian* and *better in the military*; data for the third response option, *no difference*, and for Service breaks are found in Appendix H.

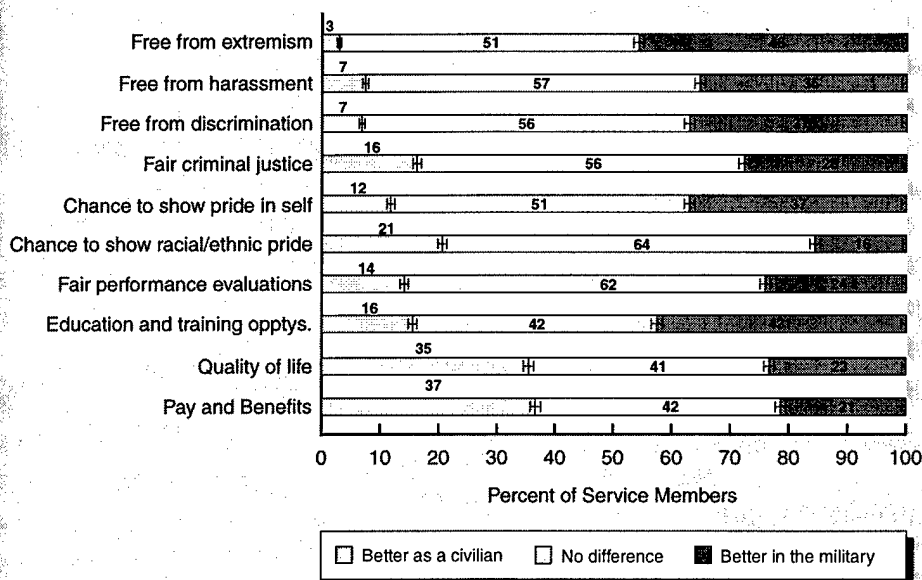
As mentioned earlier, overall, 16% to 46% of respondents to any of these items said that opportunities/conditions were *better in the military*. With the exception of quality of life and pay and benefits, 21% or fewer said that opportunities/conditions on

any particular aspect were *better as a civilian*. Additionally, the percentages of members responding *better in the military* for items in the social conditions category tended to be higher than those in the other two categories.

#### *Social conditions.*

Four items asked members to compare social conditions in the military with those in the civilian sector. Table 8.2 shows that a minority of members (3% to 16%) said that conditions were better as a civilian; most members

**Figure 8.1**  
**Percent of Members Who Indicated Opportunities/Conditions Are Better as a Civilian, No Different, or Better in the Military**



Source: 1996 EOS Q73b-k

**Table 8.2**  
**Members Who Indicated Opportunities/Conditions for People of Their**  
**Race/Ethnicity Are Better as a Civilian or Better in the Military**

Opportunities/Conditions		Response Option	Racial/Ethnic Group											
			Total		White		Black		Hispanic		Asian/ Pacific Islander		Native Amer/AK Native	
			%	CI	%	CI	%	CI	%	CI	%	CI	%	CI
<b>Social Conditions</b>														
73k	Freedom from extremism/hate crimes	Better as a civilian	3	±0.3	3	±0.5	3	±0.6	4	±0.7	3	±0.5	6	±4.4
		Better in the military	46	±0.9	45	±1.3	46	±1.4	49	±2.0	45	±2.1	42	±7.0
73i	Freedom from harassment	Better as a civilian	7	±0.5	7	±0.7	7	±0.8	8	±1.1	7	±1.2	14	±6.7
		Better in the military	35	±0.9	36	±1.2	33	±1.3	35	±1.8	36	±2.0	30	±5.8
73j	Freedom from discrimination	Better as a civilian	7	±0.5	7	±0.7	5	±0.7	7	±0.9	7	±1.2	11	±5.5
		Better in the military	37	±0.9	38	±1.2	34	±1.3	38	±1.9	38	±2.1	33	±6.2
73f	Fair administration of criminal justice	Better as a civilian	16	±0.7	16	±1.0	18	±1.2	16	±1.5	12	±1.7	19	±6.0
		Better in the military	28	±0.8	26	±1.1	32	±1.3	32	±1.8	28	±1.8	27	±5.8
<b>Opportunities to Show Pride</b>														
73g	Chance to show pride in self	Better as a civilian	12	±0.6	10	±0.8	15	±1.1	16	±1.6	11	±1.1	20	±6.7
		Better in the military	37	±0.9	35	±1.2	41	±1.4	43	±1.9	41	±2.1	36	±6.6
73h	Chance to show pride in your racial/ethnic group	Better as a civilian	21	±0.7	17	±1.0	30	±1.4	26	±1.8	19	±1.7	34	±7.0
		Better in the military	16	±0.6	13	±0.8	19	±1.1	22	±1.5	22	±1.6	16	±4.2
<b>Economic Opportunities/Conditions</b>														
73c	Fair performance evaluations	Better as a civilian	14	±0.7	13	±0.9	16	±1.1	15	±1.5	13	±1.7	18	±6.5
		Better in the military	24	±0.7	21	±1.0	31	±1.3	29	±1.7	23	±1.6	24	±5.1
73d	Education and training opportunities	Better as a civilian	16	±0.7	15	±0.9	17	±1.1	18	±1.6	16	±1.8	20	±5.7
		Better in the military	43	±0.9	38	±1.2	57	±1.4	48	±1.9	40	±2.1	38	±6.7
73e	Quality of life	Better as a civilian	35	±0.9	37	±1.2	33	±1.4	33	±1.9	31	±2.0	38	±7.5
		Better in the military	23	±0.7	19	±1.0	36	±1.3	32	±1.8	24	±1.8	29	±6.2
73b	Pay and benefits	Better as a civilian	37	±0.9	38	±1.3	36	±1.4	31	±1.8	30	±2.2	31	±6.8
		Better in the military	21	±0.7	16	±0.9	35	±1.4	31	±1.7	23	±1.7	27	±5.7

responded *better in the military* or *no difference*. For each item the percentages were similar across racial/ethnic groups.

There were Service-related differences for some items in this category as seen in Appendix H (see Tables H.6 and Tables H.9-11). Proportionately more Air Force members (54%) than other Service personnel (41% to 47%) said that freedom from extremism/hate crimes was *better in the military*. Similarly, proportionately more Air Force personnel

(44%) than Army, Navy, and Marine Corps personnel (33% to 36%) responded that freedom from discrimination was *better in the military*.

**Opportunities to show pride.** Opportunities to show pride were assessed with two items: "chance to show pride in yourself" and "chance to show pride in your racial/ethnic group." About one third (37%) of members, overall, said that the chances to show pride in self were *better in the military*; fewer (16%) responded this way about the chance to show

pride in one's racial/ethnic group (see Table 8.2). Proportionately more Blacks, Hispanics, and Native Americans (30%, 26%, and 34%, respectively) than Whites (17%) indicated that their chances to show racial/ethnic group pride were *better as a civilian*.

Several service-related differences were also present (see Tables H.7 and H.8 in Appendix H). Fewer members in the Coast Guard (32%) and Navy (33%) than Army (39%) and Marine Corps (43%) indicated the chance to show self pride was *better in the military*. Fewer Marine Corps (12%) than Army (18%) members said that the chance to show racial/ethnic group pride was *better in the military*.

**Economic opportunities/conditions.** The bottom portion of Table 8.2 shows that 43% of members indicated that opportunities for education and training were *better in the military*; 21% to 24% said so about opportunities for fair performance evaluations, quality of life, and pay and benefits.

Race/ethnicity-related differences were also present for the items in this category. In general, for each item in this category, fewer Whites (16% to 38%) than minority racial/ethnic group members (23% to 57%) indicated that conditions were *better in the military*. Variations on this general pattern of findings were also found within the Services (see Tables H.2-H.5 for more detailed information on Service-level data).

## Promotion

The timely receipt of promotions is important for a successful military career. Members were asked whether they thought opportunities for promotion were better in the military or in civilian employment. In addition, four questions on the *EOS* solicited members' perceptions of aspects of the promotion system within their Service and their overall satisfaction with their promotion opportunities.

### Promotion: Military versus Civilian Opportunities

Respondents were asked about the promotion opportunities available to members of their racial/ethnic group. They answered using one of three response alternatives: *better as a civilian*, *better in the military*, or *no difference*. Twenty percent ( $\pm 0.8$ ) responded *better as a civilian*, 28% ( $\pm 0.8$ ) responded *better in the military*, and 52% ( $\pm 0.9$ ) said there was *no difference*. To put it another way, 8 of every 10 members ( $\pm 0.8$ ) said that opportunities were either no different from civilian life or were better in the military. Fewer Whites ( $78\% \pm 1.1$ ) than Hispanics ( $83\% \pm 1.6$ ), Blacks ( $85\% \pm 1.1$ ), and Asians/Pacific Islanders ( $86\% \pm 1.7$ ) responded in this manner. Seventy-eight percent ( $\pm 6.7$ ) of Native Americans/Alaskan Natives responded this way.

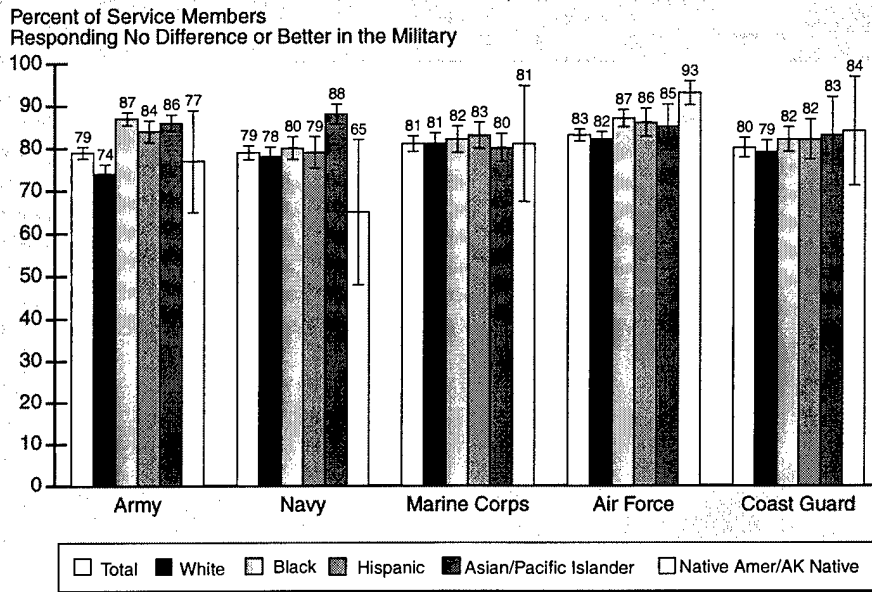
There was no Service-related difference.

Figure 8.2 shows that the percentage of members in each Service saying the promotion opportunities for members of their racial/ethnic group were at least as good as those in civilian employment ranged from 79% to 83%. There were racial/ethnic group differences within the Navy and Air Force. In the Navy, Asians/Pacific Islanders (88%) were more likely than other racial/ethnic group members (65% to 80%) to say that promotion opportunities in the military were at least as good as those in civilian work. In the Air Force, Native Americans/Alaskan Natives (93%) and Blacks (87%) were more likely than Whites (82%) to respond in this manner.

The percentage of members indicating that military promotion opportunities are at least as good as those available in civilian employment increased as paygrade category increased. Overall, 77% ( $\pm 1.5$ ) of junior enlisted, 81% ( $\pm 1.2$ ) of senior enlisted, and 86% ( $\pm 1.1$ ) of officers responded this way. There were racial/ethnic group differences among senior enlisted. Seventy-eight percent ( $\pm 1.7$ ) of White senior enlisted compared to 85% to 90%



**Figure 8.2**  
**Percent of Racial/Ethnic Group and Service Who Indicated**  
**that Promotion Opportunities in the Military Were at**  
**Least as Good as Those in Civilian Employment**



Source: 1996 EOS Q73a

( $\pm 1.2$  to  $\pm 2.6$ ) of their Black, Hispanic, and Asian/Pacific Islander peers said that promotion opportunities are at least as good in the military as in civilian work.

Overall, more women ( $84\% \pm 1.7$ ) than men ( $80\% \pm 0.9$ ) said that promotion opportunities were at least as good in the military as in civilian work. This gender difference was largely due to the difference between White women ( $85\% \pm 2.6$ ) and White men ( $78\% \pm 1.2$ ). There was no gender difference among Blacks, Hispanics, or Asian/Pacific Islanders.

#### Aspects of the Promotion System

The EOS asked members to provide their opinions on their receipt of competitive assignments and the efficacy of the evaluation/selection system. In addition, members indicated the degree to which they thought they would be promoted as high as

their abilities and efforts warrant. All three questions had five response options: *strongly agree*, *agree*, *neither agree nor disagree*, *disagree*, and *strongly disagree*. Respondents marking *strongly agree* or *agree* were collapsed into one category denoting agreement. Similarly, respondents marking *strongly disagree* or *disagree* were also collapsed into one disagree category.

#### Assignments.

Receiving appropriate developmental assignments is critical for promotion in the

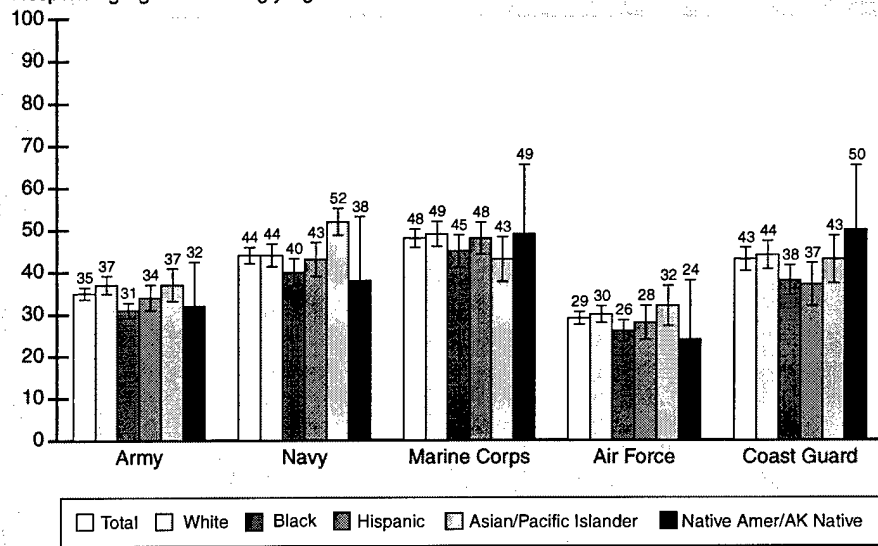
military. Members were asked whether they agreed or disagreed with the statement, "I will get the assignments I need to be competitive for promotions." About one third of members agreed ( $38\% \pm 0.8$ ), neither agreed nor disagreed ( $30\% \pm 0.8$ ), or disagreed ( $32\% \pm 0.8$ ). There were race/ethnicity-related differences in the percentage of members who agreed. Asians/Pacific Islanders ( $43\% \pm 2.0$ ) were more likely than Whites ( $38\% \pm 1.2$ ), Hispanics ( $37\% \pm 1.8$ ), or Blacks ( $34\% \pm 1.3$ ) to agree that they would get the assignments necessary for promotions. About  $35\% (\pm 6.6)$  of Native Americans/Alaskan Natives also agreed.

There were also Service-related differences. Figure 8.3 shows that more Marine Corps, Navy, and Coast Guard members ( $43\%$  to  $48\%$ ) than Army and Air Force members ( $35\%$  and  $29\%$ , respectively) agreed that they would receive the

Figure 8.3

**Percent of Racial/Ethnic Group and Service Who Agree/Strongly Agree that They will Get the Assignments They Need to Be Competitive for Promotion**

Percent of Service Members Responding Agree or Strongly Agree



Source: 1996 EOS Q27a

assignments they need for promotion. In the Navy, Asians/Pacific Islanders (52%) were more likely than other racial/ethnic group members (38% to 44%) to agree they would get the assignments they need for promotion. In the Army, Whites and Asians/Pacific Islanders (37% for both) were more likely than Blacks (31%) to agree.

Paygrade-related differences were also found. In general, proportionately fewer junior than senior enlisted or officers agreed they would get the assignments they needed to be competitive for promotion. Overall, 29% ( $\pm 1.5$ ) of junior enlisted, 37% ( $\pm 1.3$ ) of senior enlisted, and 56% ( $\pm 1.5$ ) of officers agreed. This pattern was evident among Whites and Blacks. Among Hispanics, however, junior enlisted (35%  $\pm 2.9$ ) were as likely as senior enlisted (37%  $\pm 2.8$ ) to agree. Among Asians/Pacific Islanders, senior enlisted (47%  $\pm 2.7$ ) were as likely as officers

(47%  $\pm 4.4$ ) to agree that they would receive the assignments necessary for promotion.

Overall, men (39%  $\pm 0.9$ ) were more likely than women (32%  $\pm 2.1$ ) to agree that they would receive the promotions necessary to be competitive for promotion. This pattern was also found in each racial/ethnic group.

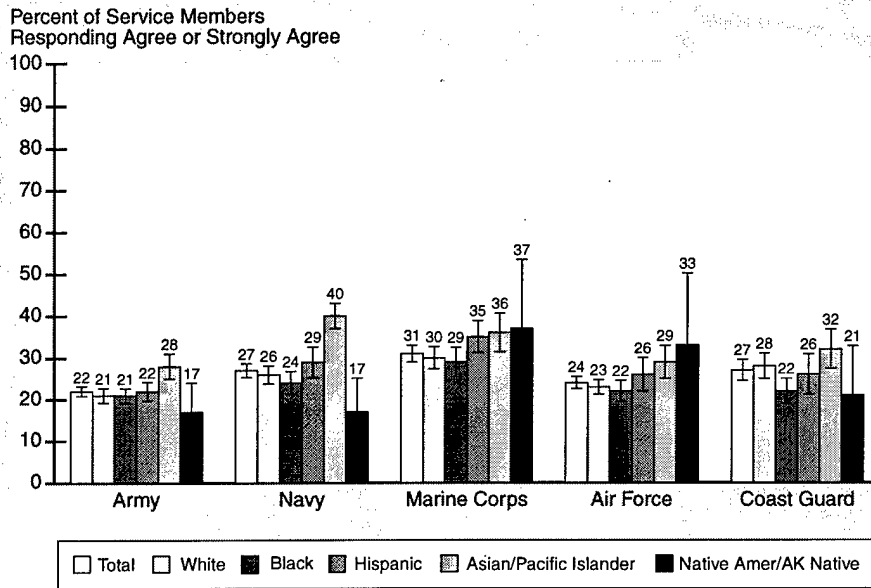
**Effectiveness of evaluation/selection system.** Members' perceptions of the effectiveness of the evaluation or selection

system may influence their assessments of promotion opportunities. The EOS asked members to indicate whether they agreed or disagreed that, "My Service's evaluation/selection system is effective in promoting its best members." Twenty-five percent ( $\pm 0.7$ ) agreed, 23% ( $\pm 0.8$ ) neither agreed nor disagreed, and 52% ( $\pm 0.9$ ) disagreed. Asians/Pacific Islanders (34%  $\pm 1.8$ ) were more likely than members of other racial/ethnic groups (23% to 27%  $\pm 1.0$  to  $\pm 5.8$ ) to agree.

There were Service-related differences in the percentage of members who agreed that their Service's system was effective in promoting the best. Fewer members in the Army (22%) than in the Navy (27%), Coast Guard (27%), and Marine Corps (31%) agreed that their Service's evaluation/selection system was effective in promoting its best members (see Figure 8.4).

Figure 8.4

**Percent of Racial/Ethnic Group and Service Who Agree/Strongly Agree that Their Service's Evaluation/Selection System is Effective in Promoting Its Best Members**



Source: 1996 EOS Q27b

In the Army and Navy, more Asians/Pacific Islanders than members of other racial/ethnic group agreed that the selection system was effective. In the Coast Guard, Whites and Asians/Pacific Islanders were more likely than Blacks to agree.

Overall, junior enlisted ( $22\% \pm 1.3$ ) and senior enlisted ( $23\% \pm 1.1$ ) were less likely than officers ( $37\% \pm 1.5$ ) to agree that their evaluation/selection system effectively promoted the best. This pattern in which both categories of enlisted were less likely than officers to agree, held for all racial/ethnic groups except Asians/Pacific Islanders. For the latter group, both junior enlisted ( $32\% \pm 3.3$ ) and senior enlisted

( $36\% \pm 2.3$ ) were as likely as officers ( $32\% \pm 3.2$ ) to agree.

In most racial/ethnic groups, there was no gender-related difference; approximately 20% to 27% of men and women agreed that their evaluation/selection system was effective in promoting the best. Among Asians/Pacific Islanders, however, proportionately more men ( $36\% \pm 2.0$ ) than women ( $24\% \pm 4.5$ ) agreed.

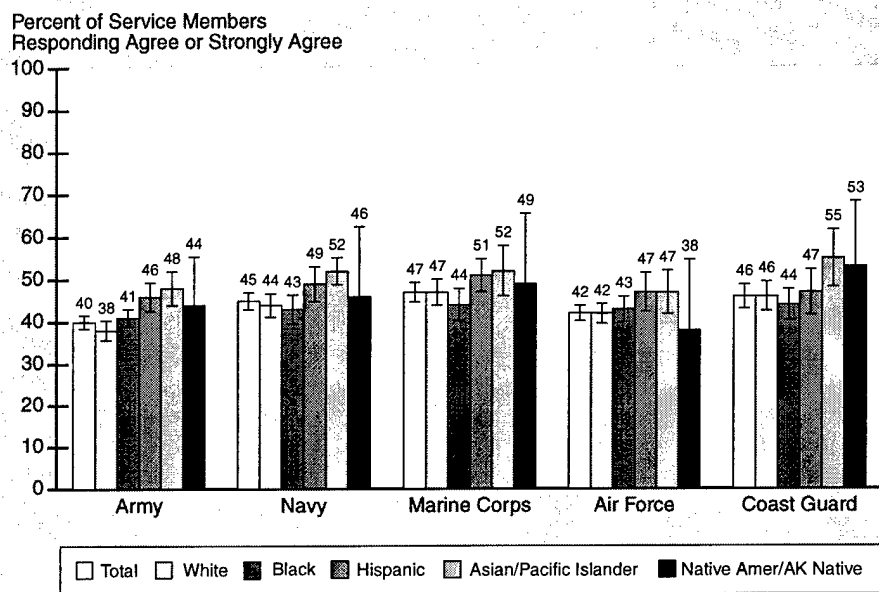
**Promotions in accordance with abilities.** Members indicated the degree

to which they agreed or disagreed with the statement, "If I stay in the Service, I will be promoted as high as my ability and effort warrant." Forty-three percent ( $\pm 0.9$ ) agreed, 21% ( $\pm 0.8$ ) neither agreed nor disagreed, and 36% ( $\pm 0.9$ ) disagreed. Asian/Pacific Islanders ( $50\% \pm 2.1$ ) and Hispanics ( $48\% \pm 2.0$ ) were more likely than Whites ( $42\% \pm 1.2$ ) and Blacks ( $42\% \pm 1.4$ ) to agree that they would be promoted as high as their ability and effort warrant.

More members in the Navy, Coast Guard, and Marine Corps (45% to 47%) than in the Army (40%) agreed that they would be promoted as high as their ability and effort warranted (see Figure 8.5). In addition, there were racial/ethnic group differences for the Army and Navy. In the

Figure 8.5

**Percent of Racial/Ethnic Group and Service Who Agree/Strongly Agree that if They Stay in the Service, They Will be Promoted as High as Their Ability and Effort Warrant**



Source: 1996 EOS Q27c

Army, Hispanics and Asians/Pacific Islanders (46% and 48%, respectively) were more likely than Whites and Blacks (38% and 41%, respectively) to agree they would be promoted in accordance with their abilities. In the Navy, Asians/Pacific Islanders (52%) were more likely than Whites and Blacks (44% and 43%, respectively) to agree.

There were also paygrade-related differences. Figure 8.6 shows that, overall, more junior enlisted (46%) than senior enlisted (40%) agreed that they would be promoted as high as their ability and effort warrant. Forty-four percent of officers also responded in this manner. Among

Blacks, more junior enlisted (48%) than senior enlisted (39%) or officers (40%) responded this way.

Overall, men (43%  $\pm$  1.0) were as likely as women (44%  $\pm$  2.3) to say they believed they would be promoted in accordance with their abilities. No gender-related difference was found in any racial/ethnic group.

#### Overall Satisfaction with Promotion

Members were asked to indicate their satisfaction

with promotion opportunities using the following response scale: *very satisfied*, *satisfied*, *neither satisfied nor dissatisfied*, *dissatisfied*, and *very dissatisfied*. Responses of *very satisfied* or *satisfied* were collapsed into one category (satisfied); *dissatisfied* and *very dissatisfied* were similarly collapsed (dissatisfied). Forty-four percent ( $\pm$  0.9) indicated they were satisfied, 19% ( $\pm$  0.7) marked *neither satisfied nor dissatisfied*, and 37% ( $\pm$  0.9) were dissatisfied. There were few differences between racial/ethnic groups; 41% to 47% ( $\pm$  0.9 to  $\pm$  7.0) of each racial/ethnic group was satisfied with their promotion opportunities.

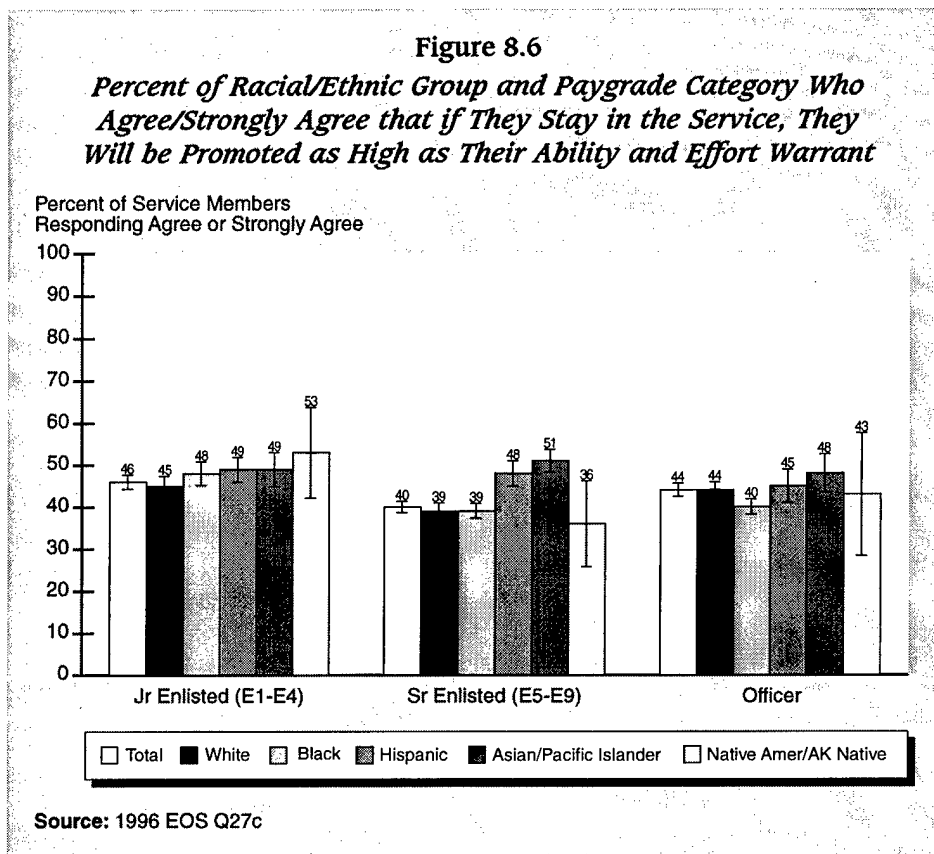


Figure 8.7 shows that, overall, 42% to 47% of members in each Service were satisfied with their promotion opportunities. In the Navy, Blacks (34%) and Hispanics (37%) were among those least likely to indicate they were satisfied.

Satisfaction with promotion opportunities increased with paygrade. Overall, 36% ( $\pm 1.6$ ) of junior enlisted, 43% ( $\pm 1.3$ ) of senior enlisted, and 65% ( $\pm 1.5$ ) of officers indicated they were satisfied with their promotion opportunities. This pattern was evident for each racial/ethnic group. There were no gender-related differences.

### Global Attitudes

The EOS examined several general job- and Service-related attitudes. Overall job satisfaction

was assessed with a single item that asked members to consider their job as a whole. In addition, two items assessed individuals' attitudes toward membership in their Service. Finally, members were asked about their intention to remain in the military. To respond to these questions, members used a 5-point satisfaction or agreement scale, identical to those previously described. In addition, when asked about plans to remain in the

military, members used a 5-point likelihood scale with the following response options: *very likely*, *likely*, *undecided*, *unlikely*, *very unlikely*. For all three scales, the two positive responses were collapsed; the two negative response options were similarly collapsed.

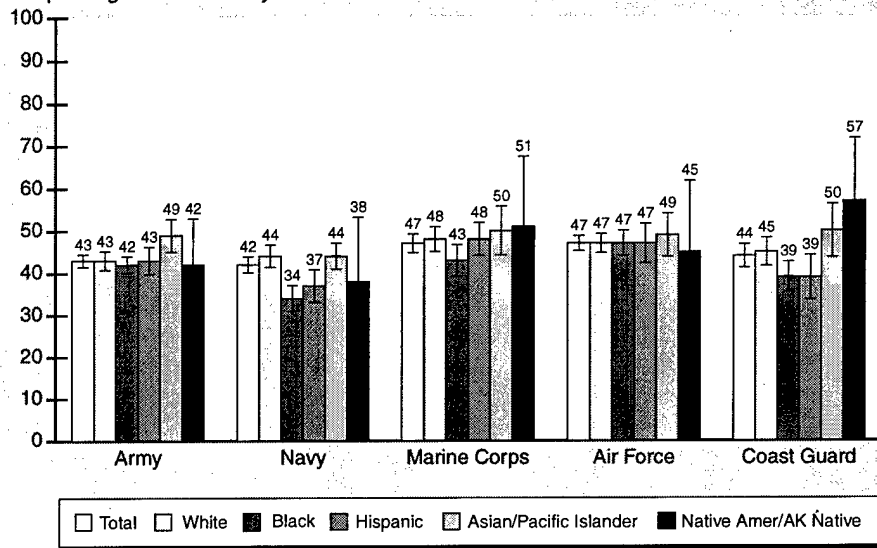
### Overall Job Satisfaction

Over 6 of every 10 members ( $63\% \pm 0.9$ ) indicated they were *satisfied* or *very satisfied* with their job as a whole. Nineteen percent ( $\pm 0.7$ ) marked *neither satisfied nor dissatisfied* and 18% ( $\pm 0.7$ ) were *dissatisfied* or *very dissatisfied* with their job. Whites ( $63\% \pm 1.2$ ), Blacks ( $61\% \pm 1.4$ ), Hispanics ( $62\% \pm 0.9$ ), and Asians/Pacific Islanders ( $65\% \pm 2.0$ ) were equally likely to be *satisfied* or *very satisfied* with their jobs. The only race/ethnicity-related difference

Figure 8.7

**Percent of Racial/Ethnic Group and Service Who Were Satisfied/  
Very Satisfied with Their Opportunities for Promotion**

Percent of Service Members  
Responding Satisfied or Very Satisfied



Source: 1996 EOS Q26a

**Pride in Service  
Membership**

Members were asked whether they agreed or disagreed with the following statement, "I am proud to tell others that I am a member of my Service." Most (80%  $\pm$  0.8) *agreed* or *strongly agreed*, 13% ( $\pm$  0.6) *neither agreed nor disagreed*, and 7% ( $\pm$  0.5) *disagreed* or *strongly disagreed*. Whites, Hispanics, and Asians/Pacific Islanders (81% for each  $\pm$  1.0 to  $\pm$  1.5) were more likely than Blacks (74%  $\pm$

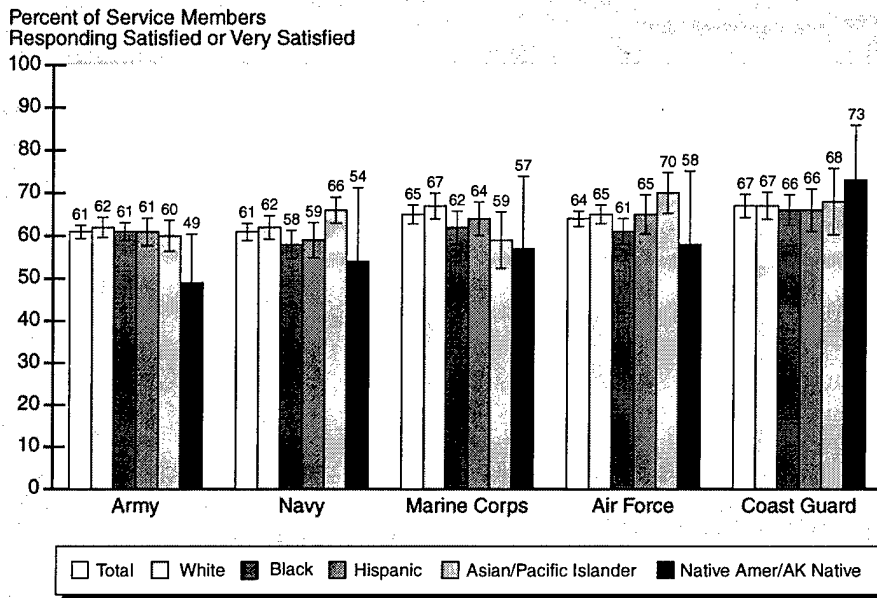
was between Native Americans/Alaskan Natives and Asians/Pacific Islanders. Specifically, Native Americans/Alaskan Natives (54%  $\pm$  7.3) were less likely than Asians/Pacific Islanders to be *satisfied* or *very satisfied* with their job.

There were few Service-related differences. Figure 8.8 shows that members in the Coast Guard (67%) were more likely than those in the Army and Navy (61% for both) to indicate that they were *satisfied* or *very satisfied* with their job. The percentages for Marine Corps (65%) and Air Force (64%) members were between the two extremes. Asians/Pacific Islanders in the Air Force (70%) were among the most likely to say they were *satisfied* or *very satisfied* with their job.

1.3) to agree they were proud to tell others about membership in their Service. The percentage for Native Americans/Alaskan Natives (75%  $\pm$  6.9) was similar to the percentage for Black members.

Marines (88%  $\pm$  1.6) were most likely to *agree* or *strongly agree* that they were proud to tell others about membership in their Service; Army (79%  $\pm$  1.3) and Navy (74%  $\pm$  1.8) personnel were least likely to agree. The percentages for the Air Force (83%  $\pm$  1.4) and Coast Guard (81%  $\pm$  2.2) were between those rates. Blacks in the Navy (66%  $\pm$  3.2) were among those least likely to indicate they were proud to tell others about their Service membership. Hispanics in the Marine Corps (90%  $\pm$  2.2) and Native Americans/Alaskan Natives in

**Figure 8.8**  
**Percent of Racial/Ethnic Group and Service Who Were Satisfied/Very Satisfied with Their Job**



Source: 1996 EOS Q26h

the Coast Guard ( $93\% \pm 3.1$ ) were among those most likely to indicate this type of pride.

#### Inspiration to Do the Best Job Possible


Most members ( $70\% \pm 0.9$ ) *agreed* or *strongly agreed* in Item 27e that being a member of their Service inspired them to do the best job possible. Twenty percent ( $\pm 0.6$ ) *neither agreed nor disagreed* and the remaining 10% ( $\pm 0.6$ ) *disagreed* or *strongly disagreed*. Hispanics ( $76\% \pm 1.6$ ) and Asians/Pacific Islanders ( $75\% \pm 1.7$ ) were more likely than Whites ( $69\% \pm 1.2$ ) and Blacks ( $68\% \pm 1.4$ ) to *agree* or *strongly agree* that membership in their Service inspired them to do their best. The percentage for Native Americans/Alaskan Natives ( $67\% \pm 7.3$ ) was similar to the percentages for Whites and Blacks.

Marines ( $78\% \pm 1.9$ ) were most likely to *agree* or *strongly agree* that they were inspired to do the best job possible by membership in their Service; Navy ( $65\% \pm 1.9$ ) and Coast Guard ( $67\% \pm 2.7$ ) personnel were least likely to agree. The percentages for the Army and the Air Force ( $71\%$  for both  $\pm 1.4$  and  $\pm 1.7$ , respectively) were in-between. Blacks in the Navy ( $60\% \pm 3.3$ ) were among those least likely to indicate their Service membership was

inspirational. Hispanics in the Marine Corps ( $82\% \pm 2.8$ ) and Native Americans/Alaskan Natives in the Coast Guard ( $82\% \pm 8.9$ ) were among those most likely to indicate this type of inspiration.

#### Intention to Remain

Question 28 asked members to indicate how likely they would be to remain in the military if they had to decide whether or not to do so. Fifty-seven percent ( $\pm 0.9$ ) said they were *likely* or *very likely* to choose to remain in the military; 16% ( $\pm 0.7$ ) were *undecided* and 27% ( $\pm 0.8$ ) said they were *unlikely* or *very unlikely* to choose to remain. There was little difference across racial/ethnic groups; over half of members in each group (52% to 58%) said they would choose to remain in the military if they had to decide.



Proportionally more Air Force ( $62\% \pm 1.7$ ) and Coast Guard ( $64\% \pm 2.5$ ) members than Army or Navy members ( $56\%$  for both  $\pm 1.5$  and  $\pm 1.9$ , respectively) indicated they were *likely* or *very likely* to choose to remain in the military. The percentage for the Marine Corps ( $50\% \pm 2.0$ ) was the lowest among the Services. Whites, Hispanics, and Asians/Pacific Islanders in the Marine Corps ( $49\% \pm 2.8$ ,  $47\% \pm 3.8$ , and  $47\% \pm 5.4$ , respectively) were among those least likely to express an intention to remain. Hispanics in the Air Force ( $66\% \pm 4.3$ ) were among those most likely to express this intention.



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## APPENDIX A

### Status of the Armed Forces Survey Form D Equal Opportunity 1996

RCS: P&R(BI)1946  
Exp. 6/27/97

IRCN: 0418 DOD-BI  
Exp. 8/31/98



# STATUS OF THE ARMED FORCES SURVEY

FORM D

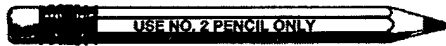
# EQUAL OPPORTUNITY

DMDC Survey No. 96-0013

Defense Manpower Data Center  
Attn: Survey Processing Activity  
c/o Data Recognition Corporation  
P.O. Box 9006  
5900 Baker Road  
Minnetonka, MN 55345



SERIAL #

**WRONG MARKS****RIGHT MARK**

- This is not a test, so take your time.
- Select answers that best fit you.
- Do not use ink, ball-point, or felt tip pens.
- Make heavy black marks that fill the response circles.
- Do not make any marks outside of response circles or write-in boxes.
- If you change your mind, erase old marks completely.

## ABOUT THIS QUESTIONNAIRE

This survey asks about your perceptions of personnel issues in the military and military policies intended to ensure fair treatment and equal opportunity for all military members. Some questions ask about your experiences (and those of your family) on installations and in the communities around military installations.

### WHY ME?

You have been selected at random to be part of a sample of people who represent members of the Armed Services. Based on your responses and the responses of others, conclusions may be drawn about the views and experiences of Service members overall, and those of demographic subgroups. The validity of these conclusions depends, in part, on receiving enough completed surveys from individuals like yourself. **The survey results will not be valid if you allow someone to fill out the survey for you.**

### WHY SHOULD I BOTHER? DO SURVEYS CHANGE ANYTHING?

**While no decisions about you alone will be made based on this survey, survey results will influence policy discussions and may result in changes that affect you and other Service members.** If you don't respond, your views and the views of other members like you will not be considered in personnel policy reviews and changes.

### WILL MY SURVEY RESPONSES BE KEPT PRIVATE?

**Yes. Under NO circumstances will any information about identifiable individuals be released.** Your responses will be combined with information from many other members to report the views and experiences of groups of members. We need your responses to evaluate personnel policies and to make improvements. **Do not use any personal names anywhere on this survey.**

## PRIVACY NOTICE

In accordance with the Privacy Act of 1974 (Public Law 93-579), this notice informs you of the purpose of the survey and how the findings will be used. Please read it carefully.

**AUTHORITY:** 10 United States Code 451 note.

**PRINCIPAL PURPOSE:** Information collected in this survey will be used to report attitudes and perceptions of military members about personnel relationships, programs, and policies. This information will assist in the formulation of policies which may be needed to improve the military working environment and relevant personnel policies. Reports will be provided to the Secretaries of Defense and Transportation, each Military Service, and the Joint Chiefs of Staff. Findings will be used in reports and testimony provided to Congress. Some findings may be published by the Defense Manpower Data Center (DMDC) or professional journals, or reported in manuscripts presented at conferences, symposia, and scientific meetings. In no case will the data be reported or used for identifiable individual(s).

**ROUTINE USES:** None

**DISCLOSURE:** Providing information on this survey is voluntary. There is no penalty if you choose not to respond. However, maximum participation is encouraged so that the data will be complete and representative. Your survey form will be treated as confidential. Identifying information will be used only by persons engaged in, and for purposes of, the survey research. Only group statistics will be reported.

### Background Information

This first set of items asks for background information about you and your family. This will allow us to understand how experiences are the same or vary for different groups of Service members and their families.

**1. Are you ...**

☐ Male ☐ Female

**2. How much education have you completed? Mark the one answer that describes the highest grade or academic degree that you have completed.**

- ☐ Less than 12 years of school (no diploma)  
☐ GED or other high school equivalency certificate  
☐ High school diploma  
☐ Less than 2 years of college credits, but no college degree  
☐ 2-year college degree (AA/AS)  
☐ More than 2 years of college credits, but no 4-year college degree  
☐ 4-year college degree (BA/BS)  
☐ Some graduate school, but no graduate degree  
☐ Master's, doctoral, or professional school degree (MA/MS/PhD/MD/JD/DVM)

**3. Where were you born?**

- ☐ In one of the 50 States or DC  
☐ In a U.S. Territory or Possession, or Puerto Rico  
☐ Somewhere else of American parent(s)  
☐ Somewhere else and neither parent was an American

**4. Is English a second language for you?**

☐ No ☐ Yes

**5. In what Service are you?**

- ☐ Army ☐ Air Force  
☐ Navy ☐ Coast Guard  
☐ Marine Corps

**6. What is your current pay grade?**

- |                           |                           |                                    |
|---------------------------|---------------------------|------------------------------------|
| <input type="radio"/> E-1 | <input type="radio"/> W-1 | <input type="radio"/> O-1          |
| <input type="radio"/> E-2 | <input type="radio"/> W-2 | <input type="radio"/> O-2          |
| <input type="radio"/> E-3 | <input type="radio"/> W-3 | <input type="radio"/> O-3          |
| <input type="radio"/> E-4 | <input type="radio"/> W-4 | <input type="radio"/> O-4          |
| <input type="radio"/> E-5 | <input type="radio"/> W-5 | <input type="radio"/> O-5          |
| <input type="radio"/> E-6 |                           | <input type="radio"/> O-6 or above |
| <input type="radio"/> E-7 |                           |                                    |
| <input type="radio"/> E-8 |                           |                                    |
| <input type="radio"/> E-9 |                           |                                    |

**7. How many years of active-duty service have you completed (including enlisted, warrant officer, and commissioned officer time)?**

Write the number of years in the boxes and then blacken the corresponding circles.

Do not include partial years. For example, indicate "00" if you have not completed 1 full year.

		Years
0	0	
1	1	
2	2	
3	3	
4	4	
	5	
	6	
	7	
	8	
	9	

Please read the next two items before answering either. Race/ethnicity items in this survey are phrased to match the 1990 U.S. Census. Responses will be grouped in the way currently required by Federal Regulations. If you are of mixed heritage, choose the race that you consider yourself primarily to be.

**8. Are you of Spanish/Hispanic origin or descent? Mark one.**

- ☐ No (not Spanish/Hispanic)  
☐ Yes, Mexican, Mexican-Amer., Chicano  
☐ Yes, Puerto Rican  
☐ Yes, Cuban  
☐ Yes, other Spanish/Hispanic

**9. What race do you consider yourself to be? Mark one.**

- ☐ White  
☐ Black, African-Amer.  
☐ Eskimo, Aleut  
☐ Indian (Amer.) (Please specify name of enrolled or principal tribe below)

please print

- ☐ Asian, Pacific Islander (Please specify country or ancestry below)

please print

- ☐ Other race (Please specify below)

please print

PLEASE DO NOT WRITE IN THIS AREA



SERIAL #

10. During the last 12 months, where have you served most of your active-duty time?

☐ In one of the 50 States, DC, Puerto Rico, a U.S. Territory or Possession (Please print the two-letter postal abbreviation—for example, "AK" for Alaska)

--	--

- ☐ South or North America—outside U.S.  
☐ Europe  
☐ Middle East  
☐ Australia/New Zealand  
☐ Asia or other Pacific islands  
☐ Africa  
☐ Antarctica

11. During the last 12 months, where have you lived most?

- ☐ Barracks/dorm (including BEQ/BOQ)  
☐ Aboard ship  
☐ Military family housing on an installation  
☐ Military family housing not on an installation  
☐ Privately owned/rented/leased housing

12. Excluding yourself, how many family members (people who could be claimed as dependents for military benefits) . . . (Mark a response in column A and column B.)

A. reside with you?

- ☐ 0  
☐ 1  
☐ 2  
☐ 3 or more

B. reside elsewhere?

- ☐ 0  
☐ 1  
☐ 2  
☐ 3 or more

13. What is your current marital status? Mark one.

- ☐ Never married  
☐ Married  
☐ Separated  
☐ Divorced  
☐ Widowed

14. Was your marital status "married" at any time in the past 12 months?

- ☐ No ⇒ GO TO QUESTION 19  
☐ Yes ⇒ ANSWER THE FOLLOWING ITEMS FOR THE PERSON TO WHOM YOU ARE CURRENTLY OR WERE MOST RECENTLY MARRIED

15. Where was your spouse born?

- ☐ In one of the 50 States or DC  
☐ In a U.S. Territory or Possession, or Puerto Rico  
☐ Somewhere else of American parent(s)  
☐ Somewhere else and neither parent was an American

16. Is English a second language for your spouse?

- ☐ No  
☐ Yes

17. Is your spouse of Spanish/Hispanic origin or descent? Mark one.

- ☐ No (not Spanish/Hispanic)  
☐ Yes, Mexican, Mexican-Amer., Chicano  
☐ Yes, Puerto Rican  
☐ Yes, Cuban  
☐ Yes, other Spanish/Hispanic

18. What race is your spouse? Mark one.

- ☐ White  
☐ Black, African-Amer.  
☐ Eskimo, Aleut  
☐ Indian (Amer.) (Please specify name of enrolled or principal tribe below)⇒

please print

- ☐ Asian, Pacific Islander (Please specify country or ancestry below)⇒

please print

- ☐ Other race (Please specify below)⇒

please print

### Your Workplace and Career

19. How many months have you completed at your duty station during your current tour?

Do not include partial months. For example, indicate "00" if you have not completed 1 full month.

Enter "99" to indicate ninety-nine or more months.

Months	
0	0
1	1
2	2
3	3
4	4
5	5
6	6
7	7
8	8
9	9

20. Is this location your permanent duty station?

- ☐ Yes  
☐ No, I am TDY/TAD attending training  
☐ No, I am TDY/TAD for other reasons



## 21. Are you ... (Mark one answer for each item.)

	Yes	No
a. A student in a military course? .....	<input type="radio"/>	<input type="radio"/>
b. Serving aboard ship at sea? .....	<input type="radio"/>	<input type="radio"/>
c. In a work environment where members of your race/ethnicity are uncommon? .....	<input type="radio"/>	<input type="radio"/>
d. In a work environment where members of racial/ethnic minorities are uncommon? .....	<input type="radio"/>	<input type="radio"/>
e. Deployed on a peace keeping mission such as in Bosnia? .....	<input type="radio"/>	<input type="radio"/>

## 22. What is the gender of your immediate supervisor?

☐ Male ☐ Female

## 23. Is your immediate supervisor of Spanish/Hispanic origin or descent? Mark one.

☐ No  
☐ Yes  
☐ Don't know

## 24. What is the race of your immediate supervisor? Mark one.

☐ White  
☐ Black, African-Amer.  
☐ Indian (Amer.), Eskimo, Aleut  
☐ Asian, Pacific Islander  
☐ Other race (Please specify below)

please print

☐ Don't know

## 25. To what extent ...

	Very large extent	Large extent	Moderate extent	Small extent	Not at all
a. Does your work make use of your skills? .....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Do you get the information you need to do your job? .....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Does your supervisor tell you what you need to know to do your work? .....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Does your supervisor tell you when he/she does not understand what you say? .....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

## 26. How satisfied are you with ...

	Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied
a. Your opportunities for promotion? .....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Your pay and benefits? .....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Your job security? .....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. The direction/supervision you receive? .....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. The relationship you have with your co-workers? .....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. The kind of work you do? .....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. Your chances to acquire valuable job skills? .....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. Your job as a whole? .....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

## 27. How much do you agree with the following statements about your military career and Service?

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
a. I will get the assignments I need to be competitive for promotions .....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. My Service's evaluation/selection system is effective in promoting its best members. ....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. If I stay in the Service, I will be promoted as high as my ability and effort warrant. ....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. I am proud to tell others that I am a member of my Service .....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Being a member of my Service inspires me to do the best job I can. ....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

## 28. Suppose that you need to decide whether to remain in the military. Assuming you could remain, how likely is it that you would choose to do so?

☐ Very unlikely ☐ Likely  
☐ Unlikely ☐ Very likely  
☐ Undecided

PLEASE DO NOT WRITE IN THIS AREA



SERIAL #

## Personal Experiences

In this part of the survey, you are asked how often you have experienced various incidents during the past 12 months. Please report only on the past 12 months so that annual rates can be estimated.

29. How frequently during the past 12 months have you been in circumstances where you thought . . .

*For each item a–o, mark one response in column A and one response in column B.*

**A. Military personnel  
(on or off duty, on or  
off installation) and/or  
Service/DoD civilian  
employees (on or off  
installation)**

**B. Civilians in  
the local  
community  
around an  
installation**

	A. Military personnel (on or off duty, on or off installation) and/or Service/DoD civilian employees (on or off installation)				B. Civilians in the local community around an installation			
	Often	Sometimes	Once or twice	Never	Often	Sometimes	Once or twice	Never
a. Made unwelcome attempts to draw you into an offensive discussion of racial/ethnic matters? . . . . .	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Told stories or jokes which were racist or depicted your race/ethnicity negatively? . . . . .	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Were condescending to you because of your race/ethnicity? . . . . .	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Put up or distributed materials (for example, pictures, leaflets, symbols, graffiti, music, stories) which were racist or showed your race/ethnicity negatively? . . . . .	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Displayed tattoos or wore distinctive clothes which were racist? . . . . .	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. Did not include you in social activities because of your race/ethnicity? . . . . .	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. Made you feel uncomfortable by hostile looks or stares because of your race/ethnicity? . . . . .	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. Made offensive remarks about your appearance (for example, about skin color) because of your race/ethnicity? . . . . .	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
i. Made remarks suggesting that people of your race/ethnicity are not suited for the kind of work you do? . . . . .	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
j. Made other offensive remarks about your race/ethnicity (for example, referred to your race/ethnicity with an offensive name)? . . . . .	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
k. Vandalized your property because of your race/ethnicity? . . . . .	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
l. Made you feel threatened with retaliation if you did not go along with things that were racially/ethnically offensive to you? . . . . .	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
m. Physically threatened or intimidated you because of your race/ethnicity? . . . . .	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
n. Assaulted you physically because of your race/ethnicity? . . . . .	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
o. Bothered or hurt any of your family in any of these ways (items a–n) because of your or your family's race/ethnicity? . . . . .	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

30. During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor? **Mark one alternative for each item.**

	Yes, and my race/ethnicity was a factor	Yes, but my race/ethnicity was NOT a factor	No, or does not apply
a. I was rated lower than I deserved on my last evaluation .....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. My last evaluation contained unjustified negative comments. ....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. I was held to a higher performance standard than others .....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. I did not get an award or a decoration given to others in similar circumstances. ....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. My current assignment has not made use of my job skills .....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. I was not able to attend a major school needed for my specialty. ....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. I did not get to go to short (1- to 3-day) courses that would provide me with needed skills .....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. I received lower grades than I deserved in my training .....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
i. I did not get a job assignment that I wanted because of scores that I got on tests .....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
j. My current assignment is not good for my career if I continue in the military .....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
k. I did not receive day-to-day, short-term tasks that would help me prepare for advancement ....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
l. I did not have a professional relationship with someone who advised (mentored) me on career development or advancement. ....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
m. I did not learn—until it was too late—of opportunities that would help my career. ....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
n. I was unable to get straight answers about my promotion possibilities. ....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
o. I or my family was discriminated against when seeking non-government housing. ....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
p. I or my family was made to feel unwelcome by a local business (for example, a store or restaurant). ....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
q. I or my family did not get appropriate medical care. ....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Yes, and my race/ethnicity was a factor  
 Yes, but my race/ethnicity was NOT a factor  
 No, or does not apply

r. I or my family got poorer military support service (for example, at commissaries, exchanges, clubs, and rec centers) than others did. ....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
s. I was excluded by my peers from social activities .....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
t. Local civilian police harassed me or my family without cause .....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
u. I or my family was watched more closely than others were by armed forces police .....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
v. I was taken to nonjudicial punishment or court martial when I should not have been. ....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
w. I was punished for something that others did without being punished. ....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
x. I was afraid for me or my family to go off the installation because of gang activity. ....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
y. I was afraid for me or my family to go off the installation for other reasons .....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
z. I was afraid for me or my family because of gang activity on the installation .....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

31. Have you or your family had other bad, race/ethnic related experiences during the past 12 months—experiences related to your job, an installation/ship, or a community around an installation?

- ☐ No  
☐ Yes (Please specify what happened and to whom below; continue in Question 80 if more space is needed)

please print

32. Do you think that DoD and your Service have a responsibility to prevent the racial/ethnic harassment or discrimination which you marked in Questions 29, 30, and/or 31? **Mark one.**

- ☐ No  
☐ Yes, some of it  
☐ Yes, all of it  
☐ Doesn't apply—I did not mark anything in Questions 29, 30, and 31 that happened to me or my family because of race/ethnicity ⇒ **GO TO QUESTION 58**

PLEASE DO NOT WRITE IN THIS AREA



SERIAL #

### Description of One Situation

Think about the situation(s) you marked in Questions 29, 30, and 31 that happened because of race/ethnicity. Pick one situation to tell us about in this section. That situation should be the event or set of related events during the past 12 months that bothered you most.

33. Which of the following best describe(s) the situation that during the past 12 months has bothered you most? **Mark all that describe the situation that you are going to tell us about in this section.**

- ☐ Offensive speech (for example, names, jokes, stories, remarks)
- ☐ Offensive music, pictures, or printed material (for example, graffiti, pamphlets, posters)
- ☐ Offensive non-verbal looks, dress, or appearance (for example, tattoos, distinctive clothes, hostile looks, stares)
- ☐ Threats, intimidation, vandalism, or physical assault
- ☐ Being left out socially, social isolation
- ☐ Being left out of information affecting your job or career
- ☐ Discrimination in assignment(s)
- ☐ Discrimination in discipline/punishment
- ☐ Harassment/discrimination by police
- ☐ Discrimination in training opportunities
- ☐ Harassment/discrimination by service providers (for example, in stores, in obtaining health care)
- ☐ Discrimination in career development or promotion
- ☐ Discrimination in performance evaluations or awards
- ☐ Other (Please specify below)

please print

34. Did this situation that bothered you occur ...

- |   | Yes                   | No                    | Does not apply        |
|---|-----------------------|-----------------------|-----------------------|
| a. Mostly at a military installation?                                 | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| b. Mostly at work (the place where you perform your military duties)? | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| c. Mostly during duty hours?  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| d. Mostly in the local community around an installation?              | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| e. Mostly to you?   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| f. Mostly to your family?   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

35. When this situation occurred, were you ...

- |  | Yes                   | No                    |
|--|-----------------------|-----------------------|
| a. A student in a military course?   | <input type="radio"/> | <input type="radio"/> |
| b. Serving aboard ship at sea?   | <input type="radio"/> | <input type="radio"/> |
| c. In a work environment where members of your race/ethnicity are uncommon?      | <input type="radio"/> | <input type="radio"/> |
| d. In a work environment where members of racial/ethnic minorities are uncommon? | <input type="radio"/> | <input type="radio"/> |
| e. Deployed on a peace keeping mission such as in Bosnia?                        | <input type="radio"/> | <input type="radio"/> |
| f. At your current duty station?   | <input type="radio"/> | <input type="radio"/> |

36. Where did this situation mostly occur? **Mark one.**

- ☐ In one of the 50 States, DC, Puerto Rico, a U.S. Territory or Possession (Please print the two-letter state postal abbreviation—for example, "AK" for Alaska)

--	--

- ☐ South or North America—outside the U.S.
- ☐ Europe
- ☐ Middle East
- ☐ Australia/New Zealand
- ☐ Asia or other Pacific islands
- ☐ Africa
- ☐ Antarctica

37. Was the person(s) who did it ...

- |  | Yes                   | No                    |
|--|-----------------------|-----------------------|
| a. Your immediate supervisor?                  | <input type="radio"/> | <input type="radio"/> |
| b. Your unit commander?                        | <input type="radio"/> | <input type="radio"/> |
| c. Person(s) of higher rank/grade than you?    | <input type="radio"/> | <input type="radio"/> |
| d. Your co-worker(s)?                          | <input type="radio"/> | <input type="radio"/> |
| e. Person(s) reporting to you?                 | <input type="radio"/> | <input type="radio"/> |
| f. Service member(s)?                          | <input type="radio"/> | <input type="radio"/> |
| g. Service/DoD civilian <u>employee(s)</u> ?   | <input type="radio"/> | <input type="radio"/> |
| h. Service/DoD civilian <u>contractor(s)</u> ? | <input type="radio"/> | <input type="radio"/> |
| i. Person(s) in the local community?           | <input type="radio"/> | <input type="radio"/> |
| j. Other or unknown person(s)?                 | <input type="radio"/> | <input type="radio"/> |

38. What was the gender of the person(s)?

- ☐ Male
- ☐ Female
- ☐ Some were male and some were female
- ☐ Don't know

39. What was the racial/ethnic background(s) of the person(s)? *Mark all that apply.*

- ☐ White  
☐ Black, African-Amer.  
☐ Indian (Amer.), Eskimo, Aleut  
☐ Asian, Pacific Islander  
☐ Spanish/Hispanic  
☐ Other race (*Please specify below*)

*please print*

☐ Don't know

40. Using the following scale, indicate the degree to which you found this situation to be . . .

	Extremely
	Very
	Moderately
	Slightly
	Not at all

- a. Annoying . . . . . ☐ ☐ ☐ ☐ ☐  
 b. Offensive . . . . . ☐ ☐ ☐ ☐ ☐  
 c. Disturbing . . . . . ☐ ☐ ☐ ☐ ☐  
 d. Threatening . . . . . ☐ ☐ ☐ ☐ ☐

41. Did you experience any of the following effects as a result of this discrimination or harassment?

Yes  
No

- a. Lost time from work . . . . . ☐ ☐  
 b. Decreased productivity . . . . . ☐ ☐  
 c. Loss of trust or other negative feelings about co-workers . . . . . ☐ ☐  
 d. Loss of trust or other negative feelings about supervisors or chain of command . . . . . ☐ ☐  
 e. Thoughts about getting out of my Service . . . . . ☐ ☐  
 f. Physical ailments (for example, headaches, upset stomach, high blood pressure, difficulty sleeping, loss of appetite) . . . . . ☐ ☐  
 g. Sadness or depression . . . . . ☐ ☐  
 h. Anger or rage . . . . . ☐ ☐  
 i. Stress, anxiety, or fear . . . . . ☐ ☐  
 j. Low self-esteem . . . . . ☐ ☐  
 k. Thoughts of suicide . . . . . ☐ ☐  
 l. Thoughts of physically harming the person(s) who did it . . . . . ☐ ☐

42. During the course of the situation you have in mind, how often did the event(s) occur?

- ☐ Once  
☐ Occasionally  
☐ Frequently  
☐ Almost everyday

43. How long did this situation last (or if continuing, how long has it been going on)?

- ☐ Less than 1 week  
☐ 1 week to less than 1 month  
☐ 1 month to less than 3 months  
☐ 3 months to less than 6 months  
☐ 6 months to less than 9 months  
☐ 9 months to less than 12 months  
☐ 12 months or more

44. Is this situation still going on?

- ☐ Yes ☐ No

45. Other than reporting it, did you take any of the following actions to stop it?

Yes, and it made things better  
 Yes, but it made no difference  
 Yes, and it made things worse  
 No, I did not do this

- a. I ignored the behavior . . . . . ☐ ☐ ☐ ☐  
 b. I avoided the person(s) . . . . . ☐ ☐ ☐ ☐  
 c. I asked or told the person(s) to stop (either orally or in writing) . . . . . ☐ ☐ ☐ ☐  
 d. I asked someone else to speak to the person(s) for me . . . . . ☐ ☐ ☐ ☐  
 e. I threatened to tell or told a co-worker(s) . . . . . ☐ ☐ ☐ ☐  
 f. I settled it myself physically . . . . . ☐ ☐ ☐ ☐  
 g. I acted as though it didn't bother me . . . . . ☐ ☐ ☐ ☐  
 h. I called a hotline for advice/information (not to file a complaint) . . . . . ☐ ☐ ☐ ☐  
 i. I requested a transfer or temporary assignment elsewhere . . . . . ☐ ☐ ☐ ☐  
 j. I discussed it with or got advice from someone unofficially (for example, chaplains or counselors) . . . . . ☐ ☐ ☐ ☐  
 k. Other (*If you answered "Yes . . .", please specify below*) . . . . . ☐ ☐ ☐ ☐

*please print*

**Complaints Processing for the One Situation**

46. Did the situation involve only civilians in the local community around an installation?

- ☐ No  
☐ Yes

47. To whom did you report this situation?

- ☐ To both community officials/offices/courts and installation/Service/DoD individuals/organizations  
☐ Only to installation/Service/DoD individuals or organizations  
☐ Only to community officials, offices, or courts (for example, local police or a county equal opportunity office) ⇒ **GO TO QUESTION 56**  
☐ To none of these ⇒ **GO TO QUESTION 56**

48. Did you report this discrimination or harassment to any of the following installation/Service/DoD individuals or organizations?

Yes, and it made things better  
 Yes, but it made no difference  
 Yes, and it made things worse  
 No, I did not report it to this person/office

- |  |                       |                       |                       |                       |
|--|-----------------------|-----------------------|-----------------------|-----------------------|
| a. My immediate supervisor .....   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| b. Someone else in my chain of command (including the commanding officer) .....  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| c. The supervisor(s) of the person(s) who did it .....   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| d. Military law enforcement officials (for example, military police) .....   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| e. A special military office responsible for handling these kinds of complaints (for example, Equal Opportunity, Social Actions, Military Civil Rights Office) ..... | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| f. The Inspector General (IG) office .....   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| g. Judge Advocate General (JAG) office .....   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| h. Other installation/Service/DoD person or office with responsibility for follow-up (If you answered "Yes . . .", please specify below) ↗ .....                     | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

please print

If you answered "No . . ." to every item in Question 48, **GO TO QUESTION 56.**

Questions 49 to 55 are about your experiences with reporting this situation to installation/Service/DoD individuals or organizations.

49. How long has it been since you first reported it?

- ☐ Less than 1 week  
☐ 1 week to less than 1 month  
☐ 1 month to less than 3 months  
☐ 3 months to less than 6 months  
☐ 6 months to less than 9 months  
☐ 9 months to less than 12 months  
☐ 12 months or more

50. Were any of the following actions taken in response to your reporting it?

- |  | Yes                   | No                    |
|--|-----------------------|-----------------------|
| a. The person(s) who did it were talked to about the behavior. ....  | <input type="radio"/> | <input type="radio"/> |
| b. The person(s) who did it were transferred or reassigned. ....   | <input type="radio"/> | <input type="radio"/> |
| c. The person(s) who did it had to apologize to me .....   | <input type="radio"/> | <input type="radio"/> |
| d. Someone explained the rules on discrimination and harassment more clearly to everyone in the unit/office/place where the problem had occurred. .... | <input type="radio"/> | <input type="radio"/> |
| e. My complaint was investigated .....   | <input type="radio"/> | <input type="radio"/> |
| f. I was encouraged to drop the complaint .....  | <input type="radio"/> | <input type="radio"/> |
| g. My complaint was discounted or not taken seriously. ....  | <input type="radio"/> | <input type="radio"/> |
| h. My supervisor or others in my chain of command were hostile toward me. ....   | <input type="radio"/> | <input type="radio"/> |
| i. My co-workers were hostile toward me. ....  | <input type="radio"/> | <input type="radio"/> |
| j. I requested and was granted a reassignment or transfer .....  | <input type="radio"/> | <input type="radio"/> |
| k. I was reassigned against my will .....  | <input type="radio"/> | <input type="radio"/> |
| l. I don't know what action was taken .....  | <input type="radio"/> | <input type="radio"/> |
| m. Other (If you answered "Yes", please specify below) ↗ .....   | <input type="radio"/> | <input type="radio"/> |

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SERIAL #

51. How satisfied are you with the following as they relate to your experience with reporting this situation?

	Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied
a. The availability of information on how to report or file a complaint . . . . .	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. How you were treated by the people handling your complaint. . . . .	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. The amount of time required to resolve your complaint. . . . .	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. How well you were kept informed about the progress of your complaint . . . . .	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. How well the investigation outcome was explained to you. . . . .	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. The complaint process overall . . . . .	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

- a. The availability of information on how to report or file a complaint . . . . .
- b. How you were treated by the people handling your complaint. . . . .
- c. The amount of time required to resolve your complaint. . . . .
- d. How well you were kept informed about the progress of your complaint . . . . .
- e. How well the investigation outcome was explained to you. . . . .
- f. The complaint process overall . . . . .

52. Do you feel that your chances of having a successful military career will be affected by making this report?

- ☐ Yes, my chances will be improved
- ☐ Yes, my chances will be worse
- ☐ No, my career will not be affected

53. Is the action still being processed?

- ☐ No
- ☐ Yes ⇒ **GO TO QUESTION 56**

54. Please indicate whether the following statements about the outcome of your complaint are true.

	True	False
a. They found my complaint to be substantiated . . . . .	<input type="radio"/>	<input type="radio"/>
b. They corrected the situation. . . . .	<input type="radio"/>	<input type="radio"/>
c. They took action against the person(s) . . . . .	<input type="radio"/>	<input type="radio"/>
d. They took action against me . . . . .	<input type="radio"/>	<input type="radio"/>
e. They did nothing. . . . .	<input type="radio"/>	<input type="radio"/>
f. I don't know whether they did anything. . . . .	<input type="radio"/>	<input type="radio"/>

- a. They found my complaint to be substantiated . . . . .
- b. They corrected the situation. . . . .
- c. They took action against the person(s) . . . . .
- d. They took action against me . . . . .
- e. They did nothing. . . . .
- f. I don't know whether they did anything. . . . .

55. How satisfied are you with the outcome of your complaint?

- ☐ Very satisfied
- ☐ Satisfied
- ☐ Neither satisfied nor dissatisfied
- ☐ Dissatisfied
- ☐ Very dissatisfied

56. If you did not report all of this discrimination or harassment to someone in Question 48, what were your reasons for not reporting? **Mark all that apply.**

- ☐ Does not apply, I did report all of it to an installation/Service/DoD individual or organization ⇒ **GO TO QUESTION 57**
- ☐ I did not think it was that important
- ☐ I did not know what to do
- ☐ I took care of the problem myself
- ☐ I did not think anything would be done
- ☐ I was afraid of retaliation or reprisals from the person(s) who did it
- ☐ I was afraid of retaliation or reprisals from friends/associates of the person(s) who did it
- ☐ I was afraid of retaliation or reprisals from my supervisor or chain of command
- ☐ I thought I would not be believed
- ☐ I thought it would make my work situation unpleasant
- ☐ I thought it would take too much time and effort
- ☐ The person(s) were not assigned to my duty station
- ☐ It involved civilians living in the local community
- ☐ I thought I would be labeled a troublemaker
- ☐ I was talked out of making a formal report
- ☐ I did not want to hurt the person(s)
- ☐ I wanted to fit in
- ☐ I didn't know the name(s) of the person(s)
- ☐ I thought my performance evaluation or chance for promotion would suffer
- ☐ Some other reason (Please specify below) ⇒

please print

57. How satisfied are you with the way you handled this situation involving discrimination/harassment?

- ☐ Very satisfied
- ☐ Satisfied
- ☐ Neither satisfied nor dissatisfied
- ☐ Dissatisfied
- ☐ Very dissatisfied

Space is provided in Question 80 for additional concerns or comments you may have about your experience with discrimination, harassment, or the complaint process.

**Personnel Policies & Racial/Ethnic Relations**

58. In your opinion, have any of these actions been taken on your installation/ship to reduce racial/ethnic discrimination and harassment?

	Yes	No	Don't know
a. Establishing policies prohibiting it. ....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Providing thorough investigation of complaints. ....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Sticking to established timelines for investigation of complaints. ....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Enforcing penalties against offenders. ....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Enforcing penalties against unit commanders or other superiors who allow it to continue. ....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. Ensuring that information moves up the chain of command on such problems and incidents. ....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. Protecting those who make complaints. ....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. Publicizing the availability of hotlines for complaints. ....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
i. Publicizing the availability of formal complaint channels. ....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
j. Taking extra steps beyond mandatory requirements to understand and correct underlying issues or problems. ....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

59. In your opinion, do the persons below make honest and reasonable efforts to stop racial/ethnic discrimination and harassment, regardless of what is said officially?

	Yes	No	Don't know
a. Senior leadership of my Service. ....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Senior leadership of my installation/ship. ....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. My immediate supervisor. ....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

60. Has the military paid too much or too little attention to racial/ethnic discrimination and harassment in the past several years?

- ☐ Too much attention  
☐ The right amount of attention  
☐ Too little attention

61. To what extent at your installation/ship ...

	Don't know	Very large extent	Large extent	Moderate extent	Small extent	Not at all
a. Do people get away with racial/ethnic harassment or discrimination? ....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Do you feel free to report racial/ethnic harassment or discrimination without fear of bad things happening to you? ....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Are racial/ethnic relations good? ....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Are racial/ethnic relations good in the local community? ....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Do people feel free to sit wherever they choose in dining halls regardless of race/ethnicity? ....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. Do people feel free to use any recreation facilities regardless of race/ethnicity? ....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. Are several members of a racial/ethnic group treated as if they are "trouble" when they get together? ....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. Do personnel prefer to socialize with members of their own racial/ethnic group when they are off duty? ....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

62. To what extent ...

	Very large extent	Large extent	Moderate extent	Small extent	Not at all
a. Do you feel uneasy being around people who are of races/ethnicities different from yours? ....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Have you felt pressure from Service members who are of your race/ethnicity not to socialize with members of other racial/ethnic groups? ....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Do you feel competent interacting with people from different racial/ethnic groups? ....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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63. Have you tried to avoid an assignment in the military because you thought you might be subjected to racial/ethnic harassment or discrimination? **Mark all that apply.**

- ☐ No  
☐ Yes, I thought I might be subject to it in a Command or on an installation/ship  
☐ Yes, I thought I might be subject to it in the local community around an installation

If you marked "Yes . . .", please specify where and why below; continue in Question 80 if more space is needed.

please print

64. During the past 12 months, have you been involved in a racial confrontation on your installation/ship?

- ☐ No, and I have not seen it happen to others  
☐ No, but I have seen it happen to others  
☐ Yes, but I have not seen it happen to others  
☐ Yes, and I have seen it happen to others

65. During the past 12 months, have you been involved in a racial confrontation in the local community around your installation?

- ☐ No, and I have not seen it happen to others  
☐ No, but I have seen it happen to others  
☐ Yes, but I have not seen it happen to others  
☐ Yes, and I have seen it happen to others

Some items below are about extremist organizations that promote supremacist causes, attempt to create illegal discrimination, advocate the use of force or violence, or otherwise engage in efforts to deprive individuals of their civil rights.

66. Mark all that apply to answer these questions.

- |   | Yes, a Service member | Yes, a DoD civilian employee/contractor | Yes, someone else     | No                    |
|---|-----------------------|---|-----------------------|-----------------------|
| a. Do you currently know someone who is a <u>member</u> of an extremist organization? . . . .   | <input type="radio"/> | <input type="radio"/>                   | <input type="radio"/> | <input type="radio"/> |
| b. Do you currently know someone who is an extremist but is <u>not</u> (to your knowledge) a member of an extremist organization? . . . . | <input type="radio"/> | <input type="radio"/>                   | <input type="radio"/> | <input type="radio"/> |
| c. During the past 12 months, has someone asked you to <u>join</u> an extremist organization? . . . . .                                   | <input type="radio"/> | <input type="radio"/>                   | <input type="radio"/> | <input type="radio"/> |
| d. During the past 12 months, has someone asked you to <u>participate</u> in extremist activities? . . . . .                              | <input type="radio"/> | <input type="radio"/>                   | <input type="radio"/> | <input type="radio"/> |

67. To what extent are there problems at your installation/ship with . . .

- |   | Don't know            | Very large extent     | Large extent          | Moderate extent       | Small extent          | Not at all            |
|---|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| a. Racist/extremist organizations or activities? . . . . .                      | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| b. Racist/extremist organizations or activities in the local community? . . . . | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| c. Hate crimes/activities? . . . . .  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| d. Hate crimes/activities in the local community? . . . . .                     | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

If you answered that there are problems, please specify below.

please print

68. To what extent do you know and understand . . .

- |   | Very large extent     | Large extent          | Moderate extent       | Small extent          | Not at all            |
|---|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| a. What kinds of words, symbols, and actions are considered racist or offensive to members of other race/ethnic groups? . . . . . | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| b. The process for reporting racial/ethnic discrimination and harassment on your installation/ship? . . . . .                     | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

69. During the past 12 months, have you had any training on the following topics?

- |  | Yes                   | No                    |
|--|-----------------------|-----------------------|
| a. Your Service's policies on racial/ethnic discrimination and harassment . . . . .    | <input type="radio"/> | <input type="radio"/> |
| b. Your Service's policies on members participating in extremist activities . . . . .  | <input type="radio"/> | <input type="radio"/> |
| c. Procedures for reporting racial/ethnic discrimination and harassment . . . . .      | <input type="radio"/> | <input type="radio"/> |
| d. How to identify and deal with racial/ethnic discrimination and harassment . . . . . | <input type="radio"/> | <input type="radio"/> |
| e. Cross-cultural awareness and stereotypes. . . . .                                   | <input type="radio"/> | <input type="radio"/> |

70. In total, about how much training have you had during the past 12 months on topics related to racial/ethnic equal opportunity issues?

- ☐ None, I haven't received any training ⇒ GO TO QUESTION 73
- ☐ 1 hour or less
- ☐ More than 1 hour, but no more than 4 hours
- ☐ More than 4 hours, but no more than 8 hours
- ☐ More than 8 hours

71. In your opinion, how effective was the training you received in making personnel aware of behaviors which might be seen as racial/ethnic discrimination or harassment?

- ☐ Not at all effective      ☐ Moderately effective
- ☐ Slightly effective      ☐ Very effective

72. In your opinion, how effective was the training you received at actually preventing/reducing behaviors which might be seen as racial/ethnic discrimination or harassment?

- ☐ Not at all effective      ☐ Moderately effective
- ☐ Slightly effective      ☐ Very effective

### Progress in Equal Opportunity

73. Would you say that opportunities/conditions for people of your racial/ethnic group are better in the military, better in civilian employment, or that there isn't any difference?

- |  | Better in the military | No difference         | Better as a civilian  |
|--|------------------------|-----------------------|-----------------------|
| a. Promotion opportunities.....                          | <input type="radio"/>  | <input type="radio"/> | <input type="radio"/> |
| b. Pay and benefits.....                                 | <input type="radio"/>  | <input type="radio"/> | <input type="radio"/> |
| c. Fair performance evaluations.....                     | <input type="radio"/>  | <input type="radio"/> | <input type="radio"/> |
| d. Education and training opportunities.....             | <input type="radio"/>  | <input type="radio"/> | <input type="radio"/> |
| e. Quality of life.....                                  | <input type="radio"/>  | <input type="radio"/> | <input type="radio"/> |
| f. Fair administration of criminal justice.....          | <input type="radio"/>  | <input type="radio"/> | <input type="radio"/> |
| g. Chance to show pride in yourself.....                 | <input type="radio"/>  | <input type="radio"/> | <input type="radio"/> |
| h. Chance to show pride in your racial/ethnic group..... | <input type="radio"/>  | <input type="radio"/> | <input type="radio"/> |
| i. Freedom from harassment.....                          | <input type="radio"/>  | <input type="radio"/> | <input type="radio"/> |
| j. Freedom from discrimination.....                      | <input type="radio"/>  | <input type="radio"/> | <input type="radio"/> |
| k. Freedom from extremism/hate crimes.....               | <input type="radio"/>  | <input type="radio"/> | <input type="radio"/> |
| l. Racial/ethnic relations overall.....                  | <input type="radio"/>  | <input type="radio"/> | <input type="radio"/> |

74. Do you have friends of a different race/ethnicity with whom you socialize in your home/quarters?

- ☐ Yes      ☐ No

75. Do you have close personal friends who are of a race/ethnicity different than yours?

- ☐ Yes      ☐ No

76. Compared to right before you entered the military, do you have more or fewer close personal friends who are of a race/ethnicity different than yours?

- ☐ More now
- ☐ About the same
- ☐ Fewer now

77. In your opinion, have race relations in our nation gotten better or worse over the last 5 years?

- ☐ Better today
- ☐ About the same as 5 years ago
- ☐ Worse today

78. In your opinion, have race relations in the military gotten better or worse over the last 5 years?

- ☐ Don't know—I have been in the military less than 5 years
- ☐ Better today
- ☐ About the same as 5 years ago
- ☐ Worse today

79. In your opinion, have opportunities gotten better or worse over the last 5 years for...

- |   | Don't know—I have been in the military less than 5 years | Better today          | About the same as 5 years ago | Worse today           |
|---|--|-----------------------|-------------------------------|-----------------------|
| a. Blacks, African-Americans in our nation?...        | <input type="radio"/>                                    | <input type="radio"/> | <input type="radio"/>         | <input type="radio"/> |
| b. Hispanics in our nation?.....                      | <input type="radio"/>                                    | <input type="radio"/> | <input type="radio"/>         | <input type="radio"/> |
| c. Am. Indians/Eskimos/Aleuts in our nation?.....     | <input type="radio"/>                                    | <input type="radio"/> | <input type="radio"/>         | <input type="radio"/> |
| d. Asians and Pacific Islanders in our nation?.....   | <input type="radio"/>                                    | <input type="radio"/> | <input type="radio"/>         | <input type="radio"/> |
| e. Whites in our nation?.....                         | <input type="radio"/>                                    | <input type="radio"/> | <input type="radio"/>         | <input type="radio"/> |
| f. Blacks, African-Americans in the military?..       | <input type="radio"/>                                    | <input type="radio"/> | <input type="radio"/>         | <input type="radio"/> |
| g. Hispanics in the military?.....                    | <input type="radio"/>                                    | <input type="radio"/> | <input type="radio"/>         | <input type="radio"/> |
| h. Am. Indians/Eskimos/Aleuts in the military?..      | <input type="radio"/>                                    | <input type="radio"/> | <input type="radio"/>         | <input type="radio"/> |
| i. Asians and Pacific Islanders in the military?..... | <input type="radio"/>                                    | <input type="radio"/> | <input type="radio"/>         | <input type="radio"/> |
| j. Whites in the military?.....                       | <input type="radio"/>                                    | <input type="radio"/> | <input type="radio"/>         | <input type="radio"/> |

PLEASE DO NOT WRITE IN THIS AREA



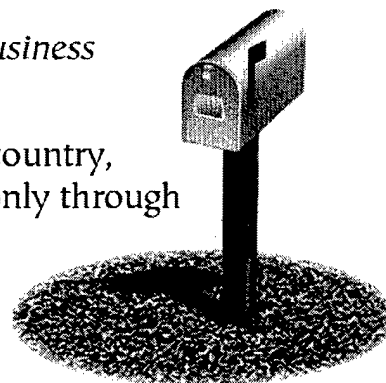
SERIAL #

**80. If you have comments or concerns about this questionnaire or about the issues raised in this survey, please write them below. *If you are continuing an answer to a specific question, please print the question number at the start of the comment.* Any comments you make on this questionnaire will be kept confidential and used only in reporting general problems or issues. No follow-up action will be taken on specific situations reported below. If you want to report a discrimination or harassment problem, please consult your command Equal Opportunity, Social Action, or Civil Rights Office.**

This image shows a single page of white paper with horizontal blue or grey ruling lines. The lines are evenly spaced and run across the width of the page. There is no handwriting or other markings on the paper.

Month	Day	
<input type="radio"/> Jan		
<input type="radio"/> Feb		
<input type="radio"/> Mar	<input type="text" value="0"/>	<input type="text" value="0"/>
<input type="radio"/> Apr	<input type="text" value="1"/>	<input type="text" value="1"/>
<input type="radio"/> May	<input type="text" value="2"/>	<input type="text" value="2"/>
<input type="radio"/> Jun	<input type="text" value="3"/>	<input type="text" value="3"/>
<input type="radio"/> Jul		<input type="text" value="4"/>
<input type="radio"/> Aug		<input type="text" value="5"/>
<input type="radio"/> Sep		<input type="text" value="6"/>
<input type="radio"/> Oct		<input type="text" value="7"/>
<input type="radio"/> Nov		<input type="text" value="8"/>
<input type="radio"/> Dec		<input type="text" value="9"/>

- Please return your completed survey in the *business reply envelope*.
- If you are returning the survey from another country, be sure to return the *business reply envelope* only through a *U.S. government mail room or post office*.
- Foreign postal systems **WILL NOT** deliver business reply mail.



***THANK YOU FOR YOUR TIME AND ASSISTANCE***



**SERIAL #**



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## APPENDIX B

### Technical Information

## TECHNICAL INFORMATION

### Survey Instrument

Because of the unique nature of this research, survey items could not be readily adopted from scales that have appeared in the civilian research literature. *EOS* items were adapted or generated from one or more of the following sources:

- military surveys cited in Chapter 1, the *Status of the Armed Forces Surveys: 1995 Form B—Gender Issues* (Edwards, Elig, Edwards, & Riemer, 1997), and surveys from the Canadian and Australian militaries,
- reports from the House Armed Services Committee Staff Task Force (1994), DEOC (1995), GAO (1995; 1996), and the Department of Labor's Glass Ceiling Commission (1995),
- concerns identified by DoD policy officials and personnel from the Services' EO, survey-administration, or Inspector General offices,
- policy statements and EO procedures issued by DoD and the Services,
- personal interviews with officials of organizations representing minority-group members in the military (Air Force Cadet Officer Mentor Action Program, Association of Naval Service Officers, National Naval Officers Association, and ROCKS),
- telephone or personal interviews with representatives of public and private organizations that monitor EO (American GI Forum, Civil Rights Commission, Equal Employment Opportunity Commission, IMAGE, League of United Latin American Citizens, NAACP, National Council of La Raza, National Urban League, and Office of Personnel Management),

- inputs from academicians with EO expertise, and
- focus groups conducted with military personnel similar to those in the sample.

Because focus group research played such a significant role in the development of the *EOS* instrument, it warrants in-depth discussion. The large number of new and modified items in the *EOS* required developing and pretesting numerous iterative versions of the questionnaire. A total of 305 military members participated in the more than 30 focus groups that were conducted at nine installations located throughout the United States. To ensure the applicability of the items for the population of inferential interest, versions of the survey were pretested on members from all five Services. The layout of the surveys used in the pretests closely approximated that found in the final instrument. The focus groups were conducted in groups of 7 to 12 members from a single Service. Almost all focus groups were homogeneous with regard to race/ethnicity and organizational level (e.g., Black officers, White junior enlisted personnel, or Hispanic senior enlisted personnel). To provide an atmosphere conducive to exchanging views, focus groups were almost always conducted by an individual who was of the same racial/ethnic group as the members of the focus group.

In the 1- to 2-hour focus group sessions, participants were asked to imagine that they had received the survey in the mail and to complete it accordingly. The participants were instructed to write notes on the survey where they had concerns about items, alternatives, or instructions so that these issues could be discussed after the survey was completed. Survey completion typically took from 35 to 50 minutes. After everyone completed the survey, the focus group facilitator reviewed the instrument section by section, asking for specific

comments on each. Special attention was paid to the section on insensitivity, harassment, and discrimination to see if the focus group members felt that the items covered the range of what might be experienced and were realistic examples of experiences. For this and other portions of the survey, facilitators probed to see if all respondents were interpreting the instructions, items, and contexts similarly. After the section-by-section review was completed, focus group participants were asked to give general comments about the survey (e.g., survey length and whether respondents would feel free to answer the questions honestly). At the end of the session, facilitators gathered questionnaires to preserve the notes that participants had written.

A DMDC researcher debriefed the facilitators to identify problems and suggested revisions. These responses were typically incorporated into the next version of the survey. In subsequent focus groups, facilitators probed to determine whether the implemented changes had corrected the problem or whether additional modifications were warranted.

## Sample

The population of inferential interest for the *EOS* consisted of all active-duty Army, Navy, Marine Corps, Air Force, and Coast Guard members (including Reservists on full-time duty) below the rank of admiral or general, with at least six months of service. The sampling frame included only those members who were on active duty in April 1996, with final eligibility conditional on also being on active duty in June and September 1996. DMDC's

April 1996 Active Duty Master File (ADMF) and DMDC's April 1996 Reserve Components Common Personnel Data System (RCCPDS) file provided the information for developing the sampling frame, constructing strata, and determining the sample size and allocation.

The initial sample for the *EOS* consisted of a stratified random sample of 76,754 individuals,<sup>31</sup> of whom 73,496 were ultimately determined to be eligible members of the target population. The sampling design considered requirements for analyses by Service; gender; racial/ethnic group membership (Hispanic, non-Hispanic Black, non-Hispanic White, Asian/Pacific Islander, and Native American/Alaskan Native); paygrade; location (US, Europe, Asia/Pacific Islands); and the density in duty occupations of Blacks, Hispanics, and total minorities. The design oversampled minority racial/ethnic group members to ensure adequate sample sizes for comparisons among subgroups. Complete details of the sample design and expected precision levels are reported in Wheelless, Mason, Kavee, Riemer, and Elig (1997).

## Respondents

When the survey fielding closed in February 1997, 39,855 individuals who had returned usable surveys were determined to be eligible respondents. Another 3,258 individuals were determined to be ineligible because they had not been on active duty for at least six months. After making adjustments in accordance with industry standards (Council of American Survey Research Organizations, 1982) for eligibility and differential sampling rates across the various subgroups, the response rate was 53%<sup>32</sup>.

<sup>31</sup> In stratified random sampling, all members of a population are categorized into homogeneous groups. For example, members might be grouped by gender (all males in one group and all females in another) or by Service (all Army personnel in one group, all Navy personnel in another group, etc.). Respondents for the survey are then chosen randomly from within each group.

<sup>32</sup> For the response rates for each race/ethnicity and paygrade category see Appendix B in *Armed Forces 1996 Equal Opportunity Survey: Statistical Methodology Report* (Wheelless, Mason, Kavee, Riemer, and Elig, 1997).

Data were weighted to reflect the population of interest. The weights reflected (a) the probability of selection for that member, (b) a nonresponse adjustment to minimize bias arising from differential response rates among demographic subgroups, and (c) a poststratification factor for September 1996—the month in which the questionnaire was first distributed. Response status and eligibility to participate in the survey were determined for 43,113 individuals. Final weights for these 43,113 individuals sum to

1,554,870—the number of service members on active duty (including Reservists) below the rank of admiral or general in September 1996. Summing the final weights across the 39,855 eligible respondents gave a weighted estimate that 1,379,983 of these members had been on active duty at least six months and were thus eligible for the survey.

Table B.1 shows the demographic characteristics<sup>33</sup> of the 39,855 respondents, while Table B.2 shows

**Table B.1**  
**Respondents**

	Racial/Ethnic Group						Total	Percent
	White	Black	Hispanic	Asian/ Pacific Islander	Native Amer/AK Native	Unknown		
Total Force	10,630 27%	8,799 22%	10,147 25%	7,453 19%	2,673 7%	153 0%	39,855 100%	100%
<b>Service</b>								
Army	3,058	3,951	3,601	2,229	988	83	13,910	35%
Navy	2,362	1,407	2,101	2,309	431	13	8,623	22%
Marine Corps	1,364	1,003	1,509	801	448	16	5,141	13%
Air Force	2,825	1,838	2,040	1,769	637	41	9,150	23%
Coast Guard	1,021	600	896	345	169	0	3,031	8%
<b>Paygrade Group</b>								
Junior Enlisted (E1-E4)	2,505	1,530	2,802	1,689	984	44	9,554	24%
Senior Enlisted (E5-E9)	4,380	3,774	3,453	2,422	1,146	83	15,258	38%
Junior Officers (Warrants, O1-O3)	2,140	2,279	2,570	2,281	327	18	9,615	24%
Senior Officers (O4-O6)	1,605	1,216	1,322	1,061	216	8	5,428	14%
<b>Gender</b>								
Male	9,387	6,977	8,856	6,367	2,167	135	33,889	85%
Female	1,243	1,822	1,291	1,086	506	18	5,966	15%
<b>Geographic Region</b>								
US - North	1,388	803	837	556	271	18	3,873	10%
US - South	4,338	4,408	3,976	2,219	993	58	15,992	40%
US - West	2,638	1,501	2,621	2,621	804	44	10,229	26%
Europe	1,068	1,012	1,035	646	262	16	4,039	10%
Asia & Pacific	875	756	959	1,244	252	14	4,100	10%
Rest of World	323	319	719	167	91	3	1,622	4%

<sup>33</sup> The demographic characteristics in these tables are those that are used as the major analytical variables in this report—more detail is given in Chapter 2. It should be noted here that these characteristics are primarily based on survey self-reports; and, to varying extents, they differ from similar variables on the administrative files.



the population represented by these respondents. In line with the sampling plan, minorities are 73% of the survey respondents, but they are weighted to estimate 33% of the population. The sampling plan was designed to allow estimation of the racial/ethnic groups both overall and within major demographic subgroups. Therefore, the percentages for respondent subgroups are different from the percentages for the estimated population subgroups.

The distribution of respondents across the Services was fairly close to the population proportions

with some notable exceptions for oversampling. To achieve a minimally acceptable level of precision for Coast Guard estimates, this Service was 8% of the respondents but 2% of the population. Similarly, other groups were oversampled. Officers were 38% of respondents and 17% of the estimated population. Although regions within the US were not considered in planning the sample, members stationed in Europe (10% of respondents, 8% of the estimated population) and in Asia/Pacific Islands (10% of respondents, 7% of the estimated population) were each over-sampled slightly.

**Table B.2**  
***Population Estimates***

	Racial/Ethnic Group						Total	Percent
	White	Black	Hispanic	Asian/ Pacific Islander	Native Amer/AK Native	Unknown		
Total Force	927,270 67%	262,149 19%	127,543 9%	46,521 3%	14,399 1%	2,100 0%	1,379,983 100%	100%
<b>Service</b>								
Army	272,723	120,246	46,791	11,755	5,135	1,120	457,770	33%
Navy	251,694	63,913	34,123	21,075	3,256	318	374,380	27%
Marine Corps	101,264	22,754	19,968	2,962	2,352	84	149,384	11%
Air Force	275,016	53,156	24,257	10,080	2,959	578	366,047	27%
Coast Guard	26,572	2,080	2,405	649	696	0	32,403	2%
<b>Paygrade Group</b>								
Junior Enlisted (E1-E4)	312,700	88,272	57,812	16,265	6,676	739	482,465	35%
Senior Enlisted (E5-E9)	413,420	155,345	58,285	22,951	6,329	1,166	657,494	48%
Junior Officers (Warrants, O1-O3)	115,547	12,275	7,807	5,463	870	133	142,096	10%
Senior Officers (O4-O6)	85,604	6,258	3,639	1,842	523	62	97,928	7%
<b>Gender</b>								
Male	814,996	202,858	111,664	39,822	12,236	1,847	1,183,423	86%
Female	112,274	59,292	15,879	6,699	2,163	253	196,559	14%
<b>Geographic Region</b>								
US - North	111,929	22,126	9,774	3,540	1,582	286	149,238	11%
US - South	404,061	131,093	51,760	13,606	5,587	753	606,859	44%
US - West	254,549	50,268	39,162	19,104	4,189	623	367,894	27%
Europe	70,924	28,396	9,904	2,885	1,102	202	113,413	8%
Asia & Pacific	62,625	20,978	10,601	6,394	1,300	162	102,060	7%
Rest of World	23,183	9,289	6,342	992	639	74	40,518	3%

## APPENDIX C

### Tables for Question 29

# TABLES FOR QUESTION 29

Table C.1

*Item 29a. Made unwelcome attempts to draw you into an offensive discussion of racial/ethnic matters*

	Racial/Ethnic Group											
	Total		White		Black		Hispanic		Asian/ Pacific Islander		Native Amer/AK Native	
	%	CI	%	CI	%	CI	%	CI	%	CI	%	CI
<b>Military</b>												
Never	61	±0.9	65	±1.2	51	±1.4	52	±2.0	56	±2.1	47	±7.1
Once/twice	23	±0.8	22	±1.1	25	±1.3	25	±1.7	22	±1.9	19	±4.0
Sometimes	13	±0.6	11	±0.8	19	±1.1	18	±1.5	19	±1.7	28	±7.5
Often	4	±0.4	3	±0.5	5	±0.7	6	±1.0	3	±0.7	6	±4.0
<b>Civilian</b>												
Never	67	±0.9	66	±1.3	68	±1.5	67	±1.9	67	±2.2	55	±7.8
Once/twice	19	±0.8	19	±1.0	16	±1.2	17	±1.4	18	±1.9	20	±5.9
Sometimes	11	±0.6	11	±0.9	12	±1.0	12	±1.4	13	±1.5	14	±5.0
Often	3	±0.4	3	±0.5	4	±0.6	4	±0.8	2	±0.4	11	±7.2

Table C.2

*Item 29b. Told stories or jokes which were racist or depicted your race/ethnicity negatively*

	Racial/Ethnic Group											
	Total		White		Black		Hispanic		Asian/ Pacific Islander		Native Amer/AK Native	
	%	CI	%	CI	%	CI	%	CI	%	CI	%	CI
<b>Military</b>												
Never	51	±0.9	55	±1.3	48	±1.4	36	±1.9	45	±2.1	39	±6.6
Once/twice	26	±0.8	25	±1.1	26	±1.3	28	±1.7	25	±1.6	25	±5.9
Sometimes	18	±0.7	16	±1.0	19	±1.2	25	±1.7	22	±1.7	25	±7.3
Often	5	±0.4	4	±0.5	7	±0.8	11	±1.3	8	±1.6	10	±4.7
<b>Civilian</b>												
Never	59	±1.0	58	±1.3	66	±1.5	56	±2.1	60	±2.2	53	±7.7
Once/twice	21	±0.8	21	±1.1	19	±1.2	22	±1.7	21	±1.6	20	±6.1
Sometimes	15	±0.7	16	±1.0	12	±1.1	17	±1.6	15	±1.9	18	±5.7
Often	5	±0.5	5	±0.6	4	±0.6	5	±1.3	4	±1.1	10	±6.3

Table C.3

*Item 29c. Were condescending to you because of race/ethnicity*

	Racial/Ethnic Group											
	Total		White		Black		Hispanic		Asian/ Pacific Islander		Native Amer/AK Native	
	%	CI	%	CI	%	CI	%	CI	%	CI	%	CI
<b>Military</b>												
Never	73	±0.8	80	±1.0	54	±1.4	61	±1.9	60	±2.1	62	±7.4
Once/twice	14	±0.6	11	±0.8	23	±1.2	20	±1.5	20	±1.6	20	±6.3
Sometimes	10	±0.5	6	±0.6	18	±1.1	14	±1.2	17	±1.8	13	±5.7
Often	3	±0.4	2	±0.5	6	±0.7	5	±1.0	4	±0.7	5	±3.9
<b>Civilian</b>												
Never	74	±0.8	79	±1.1	57	±1.6	68	±2.0	65	±2.2	71	±7.6
Once/twice	14	±0.6	11	±0.8	20	±1.3	18	±1.6	20	±2.0	14	±4.9
Sometimes	9	±0.5	7	±0.7	16	±1.2	11	±1.2	12	±1.2	10	±5.1
Often	3	±0.4	2	±0.4	6	±0.8	4	±0.9	2	±1.1	6	±5.7

Table C.4

*Item 29d. Put up or distributed materials (for example, pictures, leaflets, symbols, graffiti, music, stories) which were racist or showed your race/ethnicity negatively*

	Racial/Ethnic Group											
	Total		White		Black		Hispanic		Asian/ Pacific Islander		Native Amer/AK Native	
	%	CI	%	CI	%	CI	%	CI	%	CI	%	CI
<b>Military</b>												
Never	87	±0.6	89	±0.8	80	±1.2	86	±1.4	87	±1.7	81	±6.0
Once/twice	7	±0.5	6	±0.6	11	±0.9	9	±1.2	8	±1.4	10	±4.4
Sometimes	4	±0.4	3	±0.5	6	±0.7	4	±0.7	4	±1.1	6	±3.8
Often	2	±0.3	2	±0.4	3	±0.5	1	±0.4	1	±0.3	3	±3.0
<b>Civilian</b>												
Never	82	±0.8	83	±1.0	75	±1.4	83	±1.6	85	±1.8	76	±6.3
Once/twice	10	±0.6	9	±0.8	12	±1.0	11	±1.4	10	±1.5	14	±5.0
Sometimes	6	±0.5	5	±0.6	9	±0.9	5	±0.9	4	±1.2	6	±4.0
Often	3	±0.3	2	±0.4	4	±0.6	2	±0.5	1	±0.4	3	±2.3

Table C.5

*Item 29e. Displayed tattoos or wore distinctive clothes which were racist*

	Racial/Ethnic Group											
	Total		White		Black		Hispanic		Asian/ Pacific Islander		Native Amer/AK Native	
	%	CI	%	CI	%	CI	%	CI	%	CI	%	CI
<b>Military</b>												
Never	79	±0.8	80	±1.1	75	±1.3	80	±1.5	85	±2.0	74	±6.7
Once/twice	11	±0.6	10	±0.8	14	±1.0	11	±1.1	10	±1.7	11	±3.9
Sometimes	7	±0.5	7	±0.7	8	±0.8	6	±1.0	5	±1.2	6	±3.8
Often	3	±0.4	3	±0.5	3	±0.5	2	±0.7	1	±0.3	9	±5.2
<b>Civilian</b>												
Never	69	±0.9	69	±1.3	67	±1.5	72	±1.9	79	±2.0	56	±8.0
Once/twice	14	±0.7	14	±0.9	15	±1.1	14	±1.3	12	±1.5	13	±4.0
Sometimes	12	±0.7	12	±0.9	13	±1.1	10	±1.4	8	±1.6	22	±8.5
Often	5	±0.5	6	±0.7	5	±0.7	4	±0.9	2	±0.5	9	±5.0

Table C.6

*Item 29f. Did not include you in social activities because of your race/ethnicity*

	Racial/Ethnic Group											
	Total		White		Black		Hispanic		Asian/ Pacific Islander		Native Amer/AK Native	
	%	CI	%	CI	%	CI	%	CI	%	CI	%	CI
<b>Military</b>												
Never	84	±0.7	87	±0.9	77	±1.2	82	±1.6	84	±1.7	81	±6.3
Once/twice	8	±0.5	7	±0.7	12	±1.0	10	±1.2	9	±1.3	10	±4.8
Sometimes	5	±0.4	4	±0.5	7	±0.7	6	±1.0	6	±1.1	5	±3.3
Often	2	±0.3	2	±0.4	3	±0.6	3	±0.6	2	±0.5	3	±3.6
<b>Civilian</b>												
Never	86	±0.7	88	±0.9	80	±1.3	84	±1.6	86	±1.5	78	±7.9
Once/twice	7	±0.5	6	±0.6	9	±1.0	8	±1.1	9	±1.4	9	±4.6
Sometimes	5	±0.4	4	±0.5	7	±0.8	6	±1.2	4	±0.7	11	±7.3
Often	2	±0.3	2	±0.4	4	±0.7	2	±0.6	1	±0.4	2	±1.6

Table C.7

*Item 29g. Made you feel uncomfortable by hostile looks or stares because of your race/ethnicity*

	Racial/Ethnic Group											
	Total		White		Black		Hispanic		Asian/ Pacific Islander		Native Amer/AK Native	
	%	CI	%	CI	%	CI	%	CI	%	CI	%	CI
<b>Military</b>												
Never	75	±0.8	79	±1.1	63	±1.4	69	±1.8	66	±2.1	69	±7.2
Once/twice	14	±0.6	12	±0.8	19	±1.1	17	±1.3	20	±2.0	17	±6.0
Sometimes	8	±0.5	7	±0.7	12	±0.9	10	±1.3	11	±1.1	7	±3.5
Often	4	±0.4	3	±0.5	6	±0.7	4	±0.9	4	±0.9	7	±4.7
<b>Civilian</b>												
Never	64	±0.9	69	±1.3	49	±1.6	61	±2.0	58	±2.3	59	±8.0
Once/twice	17	±0.7	15	±1.0	21	±1.3	19	±1.5	22	±2.0	17	±5.6
Sometimes	13	±0.6	11	±0.8	19	±1.3	13	±1.4	15	±1.5	14	±6.3
Often	6	±0.5	5	±0.6	11	±1.1	6	±1.1	5	±1.2	11	±6.5

Table C.8

*Item 29h. Made offensive remarks about your appearance (for example, about skin color) because of your race/ethnicity*

	Racial/Ethnic Group											
	Total		White		Black		Hispanic		Asian/ Pacific Islander		Native Amer/AK Native	
	%	CI	%	CI	%	CI	%	CI	%	CI	%	CI
<b>Military</b>												
Never	85	±0.6	89	±0.9	77	±1.3	76	±1.6	76	±1.9	73	±7.2
Once/twice	10	±0.5	7	±0.7	15	±1.1	14	±1.3	15	±1.5	16	±5.9
Sometimes	4	±0.4	3	±0.5	6	±0.7	7	±1.1	7	±1.2	6	±3.9
Often	1	±0.2	1	±0.3	2	±0.5	2	±0.5	2	±0.8	5	±4.4
<b>Civilian</b>												
Never	82	±0.8	84	±1.0	76	±1.4	78	±1.7	77	±2.1	76	±7.5
Once/twice	11	±0.6	10	±0.8	14	±1.1	14	±1.4	15	±1.6	10	±3.3
Sometimes	5	±0.5	4	±0.6	7	±0.9	7	±1.2	7	±1.5	10	±5.7
Often	2	±0.3	2	±0.4	3	±0.6	2	±0.4	1	±0.4	5	±5.5

Table C.9

*Item 29i. Made remarks suggesting that people of your race/ethnicity are not suited for the kind of work you do*

	Racial/Ethnic Group											
	Total		White		Black		Hispanic		Asian/ Pacific Islander		Native Amer/AK Native	
	%	CI	%	CI	%	CI	%	CI	%	CI	%	CI
<b>Military</b>												
Never	90	±0.5	95	±0.6	79	±1.2	79	±1.6	82	±1.5	83	±6.0
Once/twice	6	±0.4	3	±0.5	12	±0.9	12	±1.3	11	±1.4	11	±4.7
Sometimes	3	±0.3	1	±0.3	6	±0.7	6	±1.0	5	±0.7	2	±0.8
Often	1	±0.2	1	±0.2	3	±0.5	3	±0.5	2	±0.4	4	±4.3
<b>Civilian</b>												
Never	92	±0.5	96	±0.6	81	±1.3	84	±1.5	86	±1.6	83	±7.3
Once/twice	5	±0.4	3	±0.5	10	±0.9	9	±1.2	9	±1.4	6	±2.8
Sometimes	3	±0.3	1	±0.3	6	±0.8	5	±1.0	4	±0.8	7	±5.3
Often	1	±0.2	<1	±0.2	3	±0.5	2	±0.5	1	±0.4	3	±5.4

Table C.10

*Item 29j. Made other offensive remarks about your race/ethnicity  
(for example, referred to your race/ethnicity with an offensive name)*

	Racial/Ethnic Group											
	Total		White		Black		Hispanic		Asian/ Pacific Islander		Native Amer/AK Native	
	%	CI	%	CI	%	CI	%	CI	%	CI	%	CI
<b>Military</b>												
Never	80	±0.7	85	±1.0	72	±1.3	62	±1.9	68	±2.0	62	±7.3
Once/twice	13	±0.6	10	±0.8	19	±1.2	23	±1.6	20	±1.8	21	±6.1
Sometimes	5	±0.4	3	±0.5	7	±0.8	10	±1.2	9	±1.1	9	±4.1
Often	2	±0.3	1	±0.3	2	±0.5	4	±0.8	3	±1.0	7	±5.4
<b>Civilian</b>												
Never	78	±0.8	82	±1.1	70	±1.5	71	±1.9	74	±2.0	66	±7.9
Once/twice	13	±0.7	12	±0.9	17	±1.2	17	±1.5	17	±1.8	18	±5.7
Sometimes	6	±0.5	5	±0.6	9	±1.0	9	±1.3	7	±1.0	11	±5.6
Often	2	±0.3	2	±0.4	3	±0.6	3	±0.7	2	±1.0	5	±5.6

Table C.11

*Item 29k. Vandalized your property because of your race/ethnicity*

	Racial/Ethnic Group											
	Total		White		Black		Hispanic		Asian/ Pacific Islander		Native Amer/AK Native	
	%	CI	%	CI	%	CI	%	CI	%	CI	%	CI
<b>Military</b>												
Never	97	±0.3	98	±0.4	96	±0.6	96	±0.7	95	±0.9	95	±3.6
Once/twice	2	±0.2	1	±0.3	3	±0.5	3	±0.5	4	±0.8	1	±0.8
Sometimes	1	±0.2	<1	±0.2	1	±0.3	1	±0.4	1	±0.4	2	±2.5
Often	<1	±0.1	<1	±0.1	<1	±0.1	<1	±0.1	<1	±0.2	2	±2.5
<b>Civilian</b>												
Never	96	±0.4	96	±0.5	94	±0.8	95	±1.0	93	±1.7	91	±5.5
Once/twice	3	±0.4	3	±0.5	4	±0.6	3	±0.9	5	±1.4	8	±5.4
Sometimes	1	±0.2	1	±0.2	1	±0.5	1	±0.5	1	±0.4	<1	±0.2
Often	<1	±0.1	<1	±0.2	<1	±0.2	<1	±0.2	<1	±0.2	1	±1.3

Table C.12

*Item 29l. Made you feel threatened with retaliation if you did not go along with things that were racially/ethnically offensive to you*

	Racial/Ethnic Group											
	Total		White		Black		Hispanic		Asian/ Pacific Islander		Native Amer/AK Native	
	%	CI	%	CI	%	CI	%	CI	%	CI	%	CI
<b>Military</b>												
Never	94	±0.4	96	±0.5	91	±0.8	92	±1.1	91	±1.5	90	±4.3
Once/twice	3	±0.3	3	±0.5	5	±0.6	4	±0.7	5	±1.2	6	±3.3
Sometimes	1	±0.2	1	±0.3	2	±0.4	3	±0.8	3	±0.5	2	±1.4
Often	1	±0.2	1	±0.2	2	±0.4	1	±0.3	1	±0.8	2	±2.5
<b>Civilian</b>												
Never	95	±0.4	96	±0.6	95	±0.8	94	±1.0	93	±1.3	91	±4.7
Once/twice	3	±0.4	3	±0.5	3	±0.6	3	±0.7	4	±1.2	5	±3.5
Sometimes	1	±0.2	1	±0.3	2	±0.4	2	±0.5	2	±0.5	2	±2.9
Often	1	±0.2	<1	±0.2	1	±0.4	1	±0.5	1	±0.2	1	±1.6



Table C.13

*Item 29m. Physically threatened or intimidated you because of your race/ethnicity*

	Racial/Ethnic Group											
	Total		White		Black		Hispanic		Asian/ Pacific Islander		Native Amer/AK Native	
	%	CI	%	CI	%	CI	%	CI	%	CI	%	CI
<b>Military</b>												
Never	95	±0.4	96	±0.6	94	±0.8	93	±0.8	90	±1.8	93	±3.9
Once/twice	4	±0.4	3	±0.5	4	±0.6	4	±0.6	7	±1.6	4	±2.8
Sometimes	1	±0.2	1	±0.3	1	±0.4	2	±0.5	3	±0.9	1	±0.7
Often	<1	±0.1	<1	±0.2	1	±0.3	1	±0.2	1	±0.3	2	±2.8
<b>Civilian</b>												
Never	92	±0.6	91	±0.8	93	±0.9	93	±1.0	91	±1.7	89	±5.3
Once/twice	6	±0.5	6	±0.7	5	±0.7	5	±0.9	7	±1.7	5	±3.3
Sometimes	2	±0.3	2	±0.4	2	±0.5	2	±0.6	2	±0.5	4	±3.8
Often	1	±0.2	1	±0.2	1	±0.3	<1	±0.2	<1	±0.3	2	±2.3

Table C.14

*Item 29n. Assaulted you physically because of your race/ethnicity*

	Racial/Ethnic Group											
	Total		White		Black		Hispanic		Asian/ Pacific Islander		Native Amer/AK Native	
	%	CI	%	CI	%	CI	%	CI	%	CI	%	CI
<b>Military</b>												
Never	98	±0.3	99	±0.3	98	±0.5	97	±0.6	97	±0.6	99	±1.5
Once/twice	1	±0.2	1	±0.3	2	±0.5	2	±0.5	2	±0.5	1	±0.5
Sometimes	<1	±0.1	<1	±0.2	<1	±0.2	1	±0.4	1	±0.3	<1	±0.1
Often	<1	±0.1	<1	±0.1	<1	<0.1	<1	±0.1	<1	±0.1	<1	±0.1
<b>Civilian</b>												
Never	97	±0.3	98	±0.5	97	±0.6	96	±0.8	96	±1.2	96	±2.9
Once/twice	2	±0.3	2	±0.4	2	±0.6	3	±0.6	3	±1.2	2	±2.3
Sometimes	<1	±0.1	<1	±0.1	<1	±0.2	1	±0.5	1	±0.4	1	±1.8
Often	<1	±0.1	<1	±0.1	<1	±0.1	<1	±0.1	<1	±0.1	<1	±0.1

Table C.15

*Item 29o. Bothered or hurt any of your family in any of these ways  
(items a-n) because of your or your family's race/ethnicity*

	Racial/Ethnic Group											
	Total		White		Black		Hispanic		Asian/ Pacific Islander		Native Amer/AK Native	
	%	CI	%	CI	%	CI	%	CI	%	CI	%	CI
<b>Military</b>												
Never	96	±0.4	97	±0.5	95	±0.6	95	±0.8	94	±1.1	94	±3.3
Once/twice	2	±0.3	2	±0.4	3	±0.5	3	±0.6	3	±1.0	2	±1.5
Sometimes	1	±0.2	1	±0.3	2	±0.4	2	±0.5	2	±0.5	2	±2.6
Often	<1	±0.1	<1	±0.2	<1	±0.2	<1	±0.3	<1	±0.2	1	±1.5
<b>Civilian</b>												
Never	91	±0.5	92	±0.7	90	±1.0	91	±1.2	90	±1.7	88	±4.7
Once/twice	5	±0.4	5	±0.6	7	±0.8	6	±1.0	6	±0.9	7	±3.6
Sometimes	3	±0.3	3	±0.4	2	±0.5	2	±0.6	3	±1.5	2	±1.3
Often	1	±0.2	1	±0.3	1	±0.3	1	±0.5	1	±0.2	2	±3.0

## APPENDIX D

### Tables for Question 30

## TABLES FOR QUESTION 30

Table D.1

*Item 30a. I was rated lower than I deserved on my last evaluation  
(Percent marking "yes, but my race/ethnicity was NOT a factor")*

Demographic Subgroup	Racial/Ethnic Group											
	Total		White		Black		Hispanic		Asian/ Pacific Islander		Native Amer/AK Native	
	%	CI	%	CI	%	CI	%	CI	%	CI	%	CI
<b>Total Armed Forces</b>	<b>14</b>	<b>±0.7</b>	<b>14</b>	<b>±0.9</b>	<b>13</b>	<b>±1.0</b>	<b>15</b>	<b>±1.3</b>	<b>17</b>	<b>±1.7</b>	<b>18</b>	<b>±5.4</b>
<b>Service</b>												
Army	8	±0.8	8	±1.3	8	±1.1	8	±1.2	10	±2.4	19	±10.3
Navy	26	±1.8	26	±2.5	26	±3.0	25	±3.4	25	±3.1	19	±10.1
Marine Corps	17	±1.7	15	±2.3	17	±3.0	21	±3.4	19	±3.3	25	±15.6
Air Force	7	±1.0	7	±1.2	8	±1.6	8	±2.1	6	±1.5	12	±8.7
Coast Guard	15	±2.0	14	±2.4	15	±2.7	18	±3.6	13	±2.9	19	±11.4
<b>Paygrade Group</b>												
Junior Enlisted	17	±1.2	16	±1.8	16	±2.0	18	±2.0	19	±3.5	19	±0.9
Senior Enlisted	14	±1.0	14	±1.5	13	±1.3	12	±1.8	18	±2.2	17	±0.8
Officer	8	±0.8	8	±0.9	7	±1.0	10	±2.5	9	±2.4	19	±14.3
<b>Gender</b>												
Males	14	±0.7	13	±1.0	13	±1.2	15	±1.3	18	±1.9	17	±5.6
Females	14	±1.7	15	±2.7	13	±2.1	13	±3.1	11	±3.4	25	±16.0
<b>Geographic Region</b>												
Asia & Pacific	15	±1.9	14	±2.9	15	±3.2	14	±2.7	18	±2.7	34	±23.4
Europe	12	±1.6	12	±2.3	11	±2.3	13	±3.4	12	±2.9	21	±18.8
United States	14	±0.7	14	±1.0	13	±1.2	15	±1.5	16	±2.1	17	±5.8
Northern US	12	±2.0	12	±2.5	11	±3.3	13	±4.9	13	±10.1	9	±6.6
Southern US	13	±1.0	13	±1.4	13	±1.5	14	±2.1	13	±3.5	15	±8.2
Western US	16	±1.5	16	±2.0	16	±2.7	17	±2.3	19	±2.5	22	±10.6

Table D.2

*Item 30b. My last evaluation contained unjustified negative comments  
(Percent marking "yes, but my race/ethnicity was NOT a factor")*

Demographic Subgroup	Racial/Ethnic Group											
	Total		White		Black		Hispanic		Asian/ Pacific Islander		Native Amer/AK Native	
	%	CI	%	CI	%	CI	%	CI	%	CI	%	CI
<b>Total Armed Forces</b>	5	±0.4	5	±0.6	6	±0.7	5	±0.8	6	±1.4	7	±3.8
<b>Service</b>												
Army	4	±0.6	4	±0.8	5	±0.9	4	±0.9	6	±2.2	12	±9.4
Navy	7	±1.1	7	±1.5	8	±2.0	7	±2.3	6	±1.4	3	±1.3
Marine Corps	7	±1.2	7	±1.6	9	±2.4	6	±1.4	7	±1.7	7	±7.3
Air Force	3	±0.6	3	±0.7	4	±1.2	4	±1.2	6	±5.2	2	±0.8
Coast Guard	5	±1.2	5	±1.5	4	±1.4	6	±1.4	3	±1.2	10	±10.5
<b>Paygrade Group</b>												
Junior Enlisted	7	±0.9	7	±1.2	8	±1.5	6	±1.2	9	±3.3	7	±5.3
Senior Enlisted	4	±0.6	4	±0.8	5	±0.8	4	±1.2	5	±1.4	7	±6.0
Officer	2	±0.4	2	±0.5	2	±1.0	2	±0.6	3	±2.2	8	±11.6
<b>Gender</b>												
Males	5	±0.5	5	±0.6	6	±0.8	5	±0.8	6	±1.4	6	±3.5
Females	5	±1.0	5	±1.6	5	±1.3	4	±1.5	7	±5.6	13	±14.7
<b>Geographic Region</b>												
Asia & Pacific	5	±1.1	5	±1.6	5	±1.9	5	±1.8	6	±1.5	8	±12.1
Europe	5	±1.0	5	±1.4	5	±1.6	4	±1.5	6	±2.1	3	±2.1
United States	5	±0.5	5	±0.6	6	±0.9	5	±0.8	6	±1.8	7	±4.6
Northern US	5	±1.3	4	±1.6	5	±2.4	6	±4.4	2	±1.7	2	±1.6
Southern US	5	±0.6	4	±0.8	6	±1.0	4	±0.9	7	±4.2	7	±6.8
Western US	6	±0.9	6	±1.3	5	±1.9	6	±1.5	6	±1.4	9	±8.3

Table D.3

*Item 30c. I was held to a higher performance standard than others  
(Percent marking "yes, but my race/ethnicity was NOT a factor")*

Demographic Subgroup	Racial/Ethnic Group											
	Total		White		Black		Hispanic		Asian/ Pacific Islander		Native Amer/AK Native	
	%	CI	%	CI	%	CI	%	CI	%	CI	%	CI
<b>Total Armed Forces</b>	<b>26</b>	<b>±0.8</b>	<b>26</b>	<b>±1.1</b>	<b>24</b>	<b>±1.2</b>	<b>27</b>	<b>±1.8</b>	<b>24</b>	<b>±1.8</b>	<b>32</b>	<b>±7.0</b>
<b>Service</b>												
Army	27	±1.4	28	±2.2	25	±1.8	27	±3.1	26	±3.1	43	±12.0
Navy	26	±1.7	26	±2.4	26	±2.9	23	±3.2	24	±2.8	23	±12.8
Marine Corps	31	±2.1	30	±2.9	28	±3.5	34	±3.8	31	±7.3	35	±16.4
Air Force	22	±1.5	22	±1.9	19	±2.4	25	±4.3	18	±4.0	26	±14.4
Coast Guard	21	±2.3	21	±2.7	21	±3.0	24	±4.4	25	±4.3	21	±9.4
<b>Paygrade Group</b>												
Junior Enlisted	31	±1.6	32	±2.2	29	±2.5	32	±2.8	29	±3.8	42	±11.2
Senior Enlisted	25	±1.2	26	±1.8	23	±1.5	24	±2.6	23	±2.2	24	±8.6
Officer	16	±1.1	16	±1.3	16	±1.3	15	±2.8	15	±3.1	24	±13.0
<b>Gender</b>												
Males	26	±0.9	26	±1.2	26	±1.4	28	±1.9	24	±1.8	35	±7.9
Females	24	±2.6	27	±3.2	20	±2.5	20	±3.8	22	±6.5	21	±9.0
<b>Geographic Region</b>												
Asia & Pacific	27	±2.4	28	±3.5	27	±3.8	29	±4.4	25	±3.4	28	±19.5
Europe	27	±2.1	27	±2.9	25	±3.2	29	±4.7	27	±4.4	39	±20.0
United States	25	±0.9	25	±1.3	24	±1.5	27	±2.1	23	±2.2	32	±8.1
Northern US	21	±2.4	21	±3.0	20	±4.4	23	±6.5	26	±10.1	13	±7.1
Southern US	25	±1.3	25	±1.8	24	±1.8	27	±3.0	22	±3.9	45	±12.7
Western US	27	±1.7	28	±2.3	26	±3.0	27	±3.3	23	±2.4	21	±7.6

Table D.4

*Item 30d. I did not get an award or a decoration given to others in similar circumstances (Percent marking "yes, but my race/ethnicity was NOT a factor")*

Demographic Subgroup	Racial/Ethnic Group											
	Total		White		Black		Hispanic		Asian/ Pacific Islander		Native Amer/AK Native	
	%	CI	%	CI	%	CI	%	CI	%	CI	%	CI
<b>Total Armed Forces</b>	<b>20</b>	<b>±0.8</b>	<b>20</b>	<b>±1.1</b>	<b>18</b>	<b>±1.2</b>	<b>19</b>	<b>±1.6</b>	<b>19</b>	<b>±1.4</b>	<b>23</b>	<b>±6.0</b>
<b>Service</b>												
Army	20	±1.3	22	±2.0	17	±1.6	18	±2.6	18	±2.8	33	±12.1
Navy	25	±1.8	26	±2.5	23	±2.9	21	±3.6	22	±3.1	18	±9.9
Marine Corps	19	±1.8	19	±2.5	20	±3.2	17	±2.5	17	±2.8	21	±13.3
Air Force	15	±1.3	15	±1.7	15	±2.3	19	±4.0	13	±4.3	12	±6.5
Coast Guard	17	±2.1	17	±2.5	12	±2.5	16	±4.2	14	±3.0	22	±13.4
<b>Paygrade Group</b>												
Junior Enlisted	22	±1.4	22	±2.0	21	±2.3	20	±2.4	21	±4.0	26	±10.5
Senior Enlisted	21	±1.2	23	±1.7	18	±1.4	19	±2.6	19	±2.2	18	±6.2
Officer	12	±1.0	12	±1.2	9	±0.9	14	±3.3	11	±3.0	32	±16.2
<b>Gender</b>												
Males	20	±0.8	21	±1.1	20	±1.4	19	±1.7	20	±2.0	24	±6.8
Females	17	±1.8	18	±2.8	13	±2.1	16	±5.3	14	±4.1	17	±10.8
<b>Geographic Region</b>												
Asia & Pacific	20	±2.2	20	±3.2	18	±3.4	19	±5.4	19	±3.2	44	±22.3
Europe	21	±1.9	21	±2.7	21	±3.2	18	±3.3	17	±3.4	13	±5.7
United States	20	±0.9	20	±1.2	18	±1.3	19	±1.9	19	±2.3	21	±6.6
Northern US	18	±2.3	18	±2.9	17	±4.3	15	±4.1	22	±10.6	16	±12.8
Southern US	20	±1.2	21	±1.7	17	±1.6	20	±2.5	18	±4.4	26	±11.8
Western US	21	±1.6	21	±2.2	19	±2.8	20	±3.5	18	±2.2	16	±6.2

Table D.5

*Item 30e. My current assignment has not made use of my job skills  
(Percent marking "yes, but my race/ethnicity was NOT a factor")*

Demographic Subgroup	Racial/Ethnic Group											
	Total		White		Black		Hispanic		Asian/ Pacific Islander		Native Amer/AK Native	
	%	CI	%	CI	%	CI	%	CI	%	CI	%	CI
<b>Total Armed Forces</b>	<b>23</b>	<b>±0.8</b>	<b>23</b>	<b>±1.1</b>	<b>24</b>	<b>±1.2</b>	<b>22</b>	<b>±1.6</b>	<b>19</b>	<b>±1.6</b>	<b>27</b>	<b>±6.5</b>
<b>Service</b>												
Army	24	±1.4	25	±2.1	23	±1.8	20	±2.2	19	±2.6	30	±11.6
Navy	26	±1.8	26	±2.5	27	±2.9	28	±3.8	21	±2.8	18	±9.5
Marine Corps	20	±1.8	19	±2.5	23	±3.3	19	±3.1	20	±3.4	31	±16.2
Air Force	20	±1.5	20	±1.8	21	±2.5	20	±3.9	14	±2.6	29	±16.1
Coast Guard	19	±2.2	19	±2.6	19	±2.9	24	±5.2	18	±3.6	22	±12.6
<b>Paygrade Group</b>												
Junior Enlisted	28	±1.5	28	±2.2	29	±2.5	26	±2.6	24	±3.3	29	±10.3
Senior Enlisted	22	±1.2	23	±1.7	22	±1.5	19	±2.2	18	±2.0	23	±9.2
Officer	14	±1.1	14	±1.3	15	±1.2	19	±3.6	13	±2.8	32	±15.8
<b>Gender</b>												
Males	23	±0.8	23	±1.2	23	±1.2	23	±1.7	19	±1.5	27	±7.4
Females	23	±2.0	24	±3.2	24	±1.4	17	±3.2	19	±6.5	24	±11.5
<b>Geographic Region</b>												
Asia & Pacific	26	±2.5	27	±3.7	25	±4.0	23	±5.2	18	±2.6	37	±22.4
Europe	27	±2.2	28	±3.1	26	±3.2	24	±4.0	26	±5.7	33	±19.2
United States	22	±0.9	22	±1.2	23	±1.4	22	±1.8	18	±1.9	26	±7.4
Northern US	23	±2.6	23	±3.2	22	±4.4	25	±6.4	23	±10.7	23	±16.8
Southern US	22	±1.2	22	±1.7	23	±1.8	22	±2.6	18	±2.9	25	±10.8
Western US	22	±1.6	22	±2.2	23	±2.9	21	±2.8	18	±2.2	27	±12.2



Table D.6

*Item 30f. I was not able to attend a major school needed for my specialty  
(Percent marking "yes, but my race/ethnicity was NOT a factor")*

Demographic Subgroup	Racial/Ethnic Group											
	Total		White		Black		Hispanic		Asian/ Pacific Islander		Native Amer/AK Native	
	%	CI	%	CI	%	CI	%	CI	%	CI	%	CI
<b>Total Armed Forces</b>	<b>10</b>	<b>±0.6</b>	<b>10</b>	<b>±0.8</b>	<b>12</b>	<b>±1.0</b>	<b>11</b>	<b>±1.2</b>	<b>13</b>	<b>±1.4</b>	<b>13</b>	<b>±4.5</b>
<b>Service</b>												
Army	11	±1.0	11	±1.5	11	±1.4	11	±1.9	11	±2.0	13	±7.8
Navy	13	±1.4	12	±1.9	17	±2.6	14	±3.0	15	±2.0	10	±5.4
Marine Corps	11	±1.4	10	±1.9	11	±2.5	11	±2.8	11	±2.8	26	±16.4
Air Force	8	±1.0	8	±1.2	8	±1.6	7	±2.3	9	±4.1	8	±5.6
Coast Guard	10	±1.6	9	±1.9	15	±2.7	15	±4.2	13	±2.8	6	±2.7
<b>Paygrade Group</b>												
Junior Enlisted	11	±1.0	11	±1.5	14	±1.9	10	±1.8	15	±3.0	11	±5.9
Senior Enlisted	11	±0.9	11	±1.3	12	±1.2	11	±2.0	13	±1.7	12	±6.8
Officer	7	±0.8	6	±0.9	7	±0.8	9	±2.0	6	±1.1	27	±16.2
<b>Gender</b>												
Males	11	±0.7	10	±0.9	13	±1.2	11	±1.4	14	±1.5	13	±4.6
Females	9	±1.4	9	±2.3	9	±1.8	8	±2.0	6	±2.1	16	±14.3
<b>Geographic Region</b>												
Asia & Pacific	11	±1.6	10	±2.3	13	±2.9	8	±2.0	14	±2.2	27	±24.0
Europe	9	±1.3	9	±1.9	11	±2.3	12	±2.9	11	±2.7	8	±3.6
United States	10	±0.7	10	±0.9	12	±1.2	11	±1.5	12	±1.7	12	±4.5
Northern US	9	±1.8	8	±2.2	9	±2.9	12	±5.7	8	±3.5	10	±11.1
Southern US	11	±0.9	10	±1.3	12	±1.4	11	±2.1	13	±3.5	8	±4.1
Western US	11	±1.2	10	±1.7	12	±2.6	10	±2.1	13	±1.8	16	±9.5

Table D.7

*Item 30g. I did not get to go to short (1- to 3-day courses) that would provide me with needed skills (Percent marking "yes, but my race/ethnicity was NOT a factor")*

Demographic Subgroup	Racial/Ethnic Group											
	Total		White		Black		Hispanic		Asian/ Pacific Islander		Native Amer/AK Native	
	%	CI	%	CI	%	CI	%	CI	%	CI	%	CI
<b>Total Armed Forces</b>	<b>14</b>	<b>±0.8</b>	<b>13</b>	<b>±1.1</b>	<b>14</b>	<b>±1.2</b>	<b>15</b>	<b>±1.6</b>	<b>14</b>	<b>±1.6</b>	<b>18</b>	<b>±6.5</b>
<b>Service</b>												
Army	15	±1.2	15	±1.8	14	±1.6	15	±2.4	14	±2.0	23	±9.4
Navy	16	±1.5	16	±2.1	17	±2.6	19	±3.5	17	±2.6	8	±3.9
Marine Corps	11	±1.5	11	±2.0	11	±2.4	11	±2.5	12	±2.8	26	±16.3
Air Force	11	±1.2	10	±1.5	11	±1.8	14	±4.1	10	±3.0	15	±12.2
Coast Guard	12	±1.8	12	±2.1	15	±2.7	15	±3.2	13	±2.8	12	±8.4
<b>Paygrade Group</b>												
Junior Enlisted	17	±1.3	17	±1.8	16	±2.2	16	±2.2	18	±3.1	21	±8.7
Senior Enlisted	14	±1.0	14	±1.5	13	±1.3	15	±2.5	13	±1.7	13	±6.6
Officer	8	±0.8	8	±1.0	9	±1.2	11	±2.8	10	±3.0	25	±15.0
<b>Gender</b>												
Males	14	±0.7	13	±1.0	14	±1.2	16	±1.7	14	±1.3	18	±5.7
Females	15	±1.7	15	±2.7	13	±2.1	14	±3.1	17	±6.5	18	±14.1
<b>Geographic Region</b>												
Asia & Pacific	13	±1.8	12	±2.6	17	±3.4	15	±3.8	17	±3.0	19	±19.3
Europe	15	±1.7	15	±2.4	14	±2.5	19	±4.1	17	±3.4	23	±18.3
United States	14	±0.8	13	±1.0	13	±1.2	15	±1.8	13	±1.7	16	±5.7
Northern US	11	±1.9	11	±2.4	11	±3.2	16	±6.8	20	±11.3	14	±12.0
Southern US	14	±1.1	14	±1.5	14	±1.6	15	±2.6	13	±2.5	14	±7.5
Western US	14	±1.4	14	±1.9	14	±2.6	15	±2.7	12	±1.7	19	±10.4

Table D.8

*Item 30h. I received lower grades than I deserved in my training  
(Percent marking "yes, but my race/ethnicity was NOT a factor")*

Demographic Subgroup	Racial/Ethnic Group											
	Total		White		Black		Hispanic		Asian/ Pacific Islander		Native Amer/AK Native	
	%	CI	%	CI	%	CI	%	CI	%	CI	%	CI
<b>Total Armed Forces</b>	<b>2</b>	<b>±0.3</b>	<b>2</b>	<b>±0.4</b>	<b>3</b>	<b>±0.6</b>	<b>3</b>	<b>±0.6</b>	<b>4</b>	<b>±0.6</b>	<b>5</b>	<b>±3.5</b>
<b>Service</b>												
Army	2	±0.4	2	±0.6	2	±0.6	2	±0.7	4	±1.1	9	±9.1
Navy	3	±0.7	2	±0.8	5	±1.7	5	±1.6	5	±1.1	2	±1.2
Marine Corps	5	±1.0	5	±1.4	5	±1.8	5	±1.4	4	±1.2	7	±7.3
Air Force	1	±0.4	1	±0.5	2	±0.8	1	±0.5	2	±0.7	1	±1.0
Coast Guard	2	±0.8	2	±1.0	3	±1.2	2	±0.8	2	±1.2	1	±0.8
<b>Paygrade Group</b>												
Junior Enlisted	4	±0.6	3	±0.8	4	±1.1	4	±0.8	5	±1.2	6	±5.2
Senior Enlisted	2	±0.4	1	±0.5	3	±0.7	2	±0.9	3	±0.9	4	±5.5
Officer	1	±0.4	1	±0.4	1	±0.3	2	±1.4	2	±0.4	8	±11.7
<b>Gender</b>												
Males	2	±0.3	2	±0.4	3	±0.7	3	±0.6	4	±0.7	4	±3.2
Females	2	±0.6	1	±0.9	3	±1.0	2	±0.9	3	±1.3	10	±15.0
<b>Geographic Region</b>												
Asia & Pacific	3	±0.8	2	±1.2	3	±1.5	4	±1.6	4	±1.4	1	±0.8
Europe	2	±0.6	1	±0.8	3	±1.5	3	±1.7	3	±1.2	1	±0.9
United States	2	±0.3	2	±0.4	3	±0.7	3	±0.6	4	±0.7	6	±4.5
Northern US	1	±0.7	1	±0.9	2	±1.2	2	±1.3	4	±2.4	2	±1.4
Southern US	2	±0.4	2	±0.6	3	±0.8	3	±0.7	3	±1.0	7	±6.8
Western US	3	±0.6	2	±0.8	4	±1.8	4	±1.0	4	±1.0	7	±8.1

Table D.9

*Item 30i. I did not get a job assignment that I wanted because of scores that I got on tests (Percent marking "yes, but my race/ethnicity was NOT a factor")*

Demographic Subgroup	Racial/Ethnic Group											
	Total		White		Black		Hispanic		Asian/ Pacific Islander		Native Amer/AK Native	
	%	CI	%	CI	%	CI	%	CI	%	CI	%	CI
<b>Total Armed Forces</b>	<b>3</b>	<b>±0.4</b>	<b>2</b>	<b>±0.5</b>	<b>5</b>	<b>±0.7</b>	<b>6</b>	<b>±1.1</b>	<b>5</b>	<b>±0.8</b>	<b>5</b>	<b>±3.3</b>
<b>Service</b>												
Army	4	±0.6	3	±0.9	5	±1.0	6	±1.7	5	±1.4	5	±6.7
Navy	4	±0.8	3	±1.0	6	±1.7	9	±2.6	7	±1.4	3	±2.0
Marine Corps	4	±0.9	3	±1.2	6	±2.0	6	±1.5	7	±2.4	13	±12.9
Air Force	2	±0.6	2	±0.7	2	±1.0	5	±2.7	3	±1.1	1	±0.8
Coast Guard	2	±0.8	2	±0.9	4	±1.4	5	±3.2	3	±1.7	1	±0.7
<b>Paygrade Group</b>												
Junior Enlisted	6	±0.8	5	±1.1	10	±1.7	9	±1.8	10	±1.7	6	±4.3
Senior Enlisted	2	±0.4	2	±0.6	3	±0.6	4	±1.6	4	±1.0	4	±5.5
Officer	1	±0.3	1	±0.3	1	±0.3	2	±1.4	2	±1.6	7	±11.7
<b>Gender</b>												
Males	3	±0.4	2	±<1	5	±0.7	6	±1.2	6	±0.9	4	±2.7
Females	4	±0.9	3	±1.2	5	±1.6	5	±1.8	3	±1.4	12	±14.8
<b>Geographic Region</b>												
Asia & Pacific	4	±1.1	3	±1.5	6	±2.2	9	±3.3	5	±1.4	13	±19.6
Europe	3	±0.9	3	±1.3	4	±1.8	4	±1.9	4	±1.5	2	±1.9
United States	3	±0.4	2	±0.5	5	±0.8	6	±1.3	6	±0.9	5	±3.4
Northern US	3	±1.1	2	±1.3	3	±2.1	8	±4.5	6	±2.9	2	±1.8
Southern US	3	±0.5	2	±0.6	5	±1.0	5	±1.4	6	±1.5	3	±3.1
Western US	4	±0.8	3	±1.0	4	±1.5	8	±2.5	5	±1.3	8	±8.1

Table D.10

*Item 30j. My current assignment is not good for my career if I continue in the military (Percent marking "yes, but my race/ethnicity was NOT a factor")*

Demographic Subgroup	Racial/Ethnic Group											
	Total		White		Black		Hispanic		Asian/ Pacific Islander		Native Amer/AK Native	
	%	CI	%	CI	%	CI	%	CI	%	CI	%	CI
<b>Total Armed Forces</b>	<b>22</b>	<b>±0.8</b>	<b>21</b>	<b>±1.1</b>	<b>23</b>	<b>±1.3</b>	<b>23</b>	<b>±1.6</b>	<b>22</b>	<b>±1.8</b>	<b>31</b>	<b>±7.2</b>
<b>Service</b>												
Army	23	±1.4	23	±2.0	24	±1.9	24	±2.5	23	±2.7	33	±12.1
Navy	22	±1.6	21	±2.3	24	±3.0	26	±3.7	23	±2.9	25	±14.0
Marine Corps	17	±1.7	16	±2.3	18	±3.1	20	±2.9	21	±3.6	33	±17.0
Air Force	21	±1.5	21	±1.9	21	±2.5	20	±3.6	18	±4.4	34	±17.5
Coast Guard	16	±2.1	15	±2.4	20	±3.0	19	±4.0	20	±8.7	18	±11.4
<b>Paygrade Group</b>												
Junior Enlisted	27	±1.5	26	±2.1	30	±2.7	27	±2.5	28	±3.8	38	±11.5
Senior Enlisted	21	±1.1	21	±1.7	20	±1.5	20	±2.3	19	±2.1	25	±9.7
Officer	13	±1.0	13	±1.2	14	±1.6	15	±3.4	14	±2.9	20	±11.7
<b>Gender</b>												
Males	21	±0.8	21	±1.1	23	±1.4	23	±1.7	21	±1.7	31	±8.0
Females	23	±2.0	22	±3.0	24	±2.7	22	±3.9	23	±6.8	28	±14.6
<b>Geographic Region</b>												
Asia & Pacific	18	±2.0	16	±2.9	23	±3.8	21	±3.9	19	±2.6	23	±19.1
Europe	23	±2.0	22	±2.8	26	±3.3	25	±4.2	25	±4.2	13	±5.8
United States	22	±0.9	21	±1.2	23	±1.5	23	±1.8	21	±2.2	34	±8.5
Northern US	22	±2.5	21	±3.1	23	±5.1	22	±4.6	25	±10.9	22	±14.4
Southern US	22	±1.2	21	±1.7	23	±1.9	25	±2.8	23	±3.9	36	±13.0
Western US	20	±1.5	20	±2.1	20	±2.8	20	±2.7	20	±2.2	35	±13.1

Table D.11

*Item 30k. I did not receive day-to-day, short-term tasks that would help me prepare for advancement (Percent marking "yes, but my race/ethnicity was NOT a factor")*

Demographic Subgroup	Racial/Ethnic Group											
	Total		White		Black		Hispanic		Asian/ Pacific Islander		Native Amer/AK Native	
	%	CI	%	CI	%	CI	%	CI	%	CI	%	CI
<b>Total Armed Forces</b>	<b>14</b>	<b>±0.7</b>	<b>13</b>	<b>±0.9</b>	<b>16</b>	<b>±1.1</b>	<b>17</b>	<b>±1.6</b>	<b>16</b>	<b>±1.7</b>	<b>18</b>	<b>±5.5</b>
<b>Service</b>												
Army	14	±1.1	13	±1.7	14	±1.5	16	±2.2	16	±2.6	22	±11.1
Navy	19	±1.6	18	±2.2	23	±2.9	23	±3.9	17	±2.7	15	±9.7
Marine Corps	10	±1.4	10	±2.0	10	±2.5	12	±2.4	14	±2.9	17	±13.0
Air Force	11	±1.2	10	±1.5	12	±2.1	13	±3.6	14	±4.7	13	±8.8
Coast Guard	15	±2.0	14	±2.3	20	±3.0	17	±2.5	11	±2.9	18	±12.6
<b>Paygrade Group</b>												
Junior Enlisted	20	±1.3	19	±1.9	22	±2.3	22	±2.3	24	±3.8	21	±9.1
Senior Enlisted	13	±1.0	13	±1.4	13	±1.3	14	±2.5	13	±1.8	12	±6.7
Officer	5	±0.7	4	±0.7	7	±1.4	7	±2.2	9	±3.6	25	±16.4
<b>Gender</b>												
Males	13	±0.7	12	±1.0	15	±1.2	17	±1.7	15	±1.7	16	±5.7
Females	18	±1.9	18	±3.0	18	±2.4	14	±2.9	20	±6.8	27	±15.8
<b>Geographic Region</b>												
Asia & Pacific	15	±1.9	14	±2.8	18	±3.7	15	±3.5	14	±2.3	24	±19.9
Europe	16	±1.8	15	±2.6	15	±2.8	16	±3.5	18	±5.7	10	±5.0
United States	14	±0.8	13	±1.0	15	±1.3	17	±1.8	16	±2.1	17	±6.2
Northern US	13	±2.1	12	±2.6	14	±3.6	16	±5.1	21	±11.3	12	±7.0
Southern US	13	±1.0	12	±1.4	15	±1.6	16	±2.5	18	±3.9	15	±9.6
Western US	15	±1.4	14	±1.9	16	±2.7	19	±3.3	14	±1.9	20	±10.4

Table D.12

*Item 30l. I did not have a professional relationship with someone who advised (mentored) me on career development or advancement (Percent marking "yes, but my race/ethnicity was NOT a factor")*

Demographic Subgroup	Racial/Ethnic Group											
	Total		White		Black		Hispanic		Asian/ Pacific Islander		Native Amer/AK Native	
	%	CI	%	CI	%	CI	%	CI	%	CI	%	CI
<b>Total Armed Forces</b>	<b>19</b>	<b>±0.7</b>	<b>19</b>	<b>±1.0</b>	<b>21</b>	<b>±1.2</b>	<b>21</b>	<b>±1.6</b>	<b>19</b>	<b>±1.6</b>	<b>21</b>	<b>±5.2</b>
<b>Service</b>												
Army	20	±1.2	20	±1.8	21	±1.7	21	±2.9	20	±2.7	22	±8.1
Navy	23	±1.7	22	±2.4	24	±2.8	25	±3.7	21	±2.8	28	±14.8
Marine Corps	15	±1.6	14	±2.2	16	±2.9	17	±2.6	16	±3.2	13	±11.3
Air Force	17	±1.3	17	±1.7	21	±2.5	17	±3.0	14	±2.8	15	±8.0
Coast Guard	19	±2.2	19	±2.7	20	±3.0	23	±4.7	19	±3.6	25	±14.1
<b>Paygrade Group</b>												
Junior Enlisted	19	±1.3	17	±1.8	23	±2.4	22	±2.3	21	±3.3	19	±8.2
Senior Enlisted	21	±1.1	21	±1.7	21	±1.5	20	±2.7	18	±2.1	23	±7.9
Officer	17	±1.2	17	±1.4	19	±1.5	20	±3.4	15	±2.5	18	±8.1
<b>Gender</b>												
Males	19	±0.8	18	±1.1	21	±1.4	21	±1.7	19	±1.5	21	±5.8
Females	22	±2.0	22	±3.1	22	±2.5	21	±4.9	20	±6.3	19	±10.8
<b>Geographic Region</b>												
Asia & Pacific	20	±2.1	19	±3.1	24	±3.7	21	±4.1	20	±3.6	39	±23.0
Europe	20	±1.9	20	±2.6	21	±3.1	22	±3.9	21	±5.5	19	±10.5
United States	19	±0.8	19	±1.2	21	±1.4	21	±1.9	18	±1.9	19	±5.5
Northern US	20	±2.3	19	±2.9	19	±3.9	19	±6.2	22	±10.7	34	±21.4
Southern US	20	±1.2	19	±1.6	21	±1.7	22	±2.7	18	±2.8	19	±8.7
Western US	19	±1.5	19	±2.1	20	±2.9	20	±3.1	18	±2.1	12	±3.7

Table D.13

*Item 30m. I did not learn—until it was too late—of opportunities that would help my career (Percent marking “yes, but my race/ethnicity was NOT a factor”)*

Demographic Subgroup	Racial/Ethnic Group											
	Total		White		Black		Hispanic		Asian/ Pacific Islander		Native Amer/AK Native	
	%	CI	%	CI	%	CI	%	CI	%	CI	%	CI
<b>Total Armed Forces</b>	<b>21</b>	<b>±0.8</b>	<b>19</b>	<b>±1.0</b>	<b>25</b>	<b>±1.3</b>	<b>27</b>	<b>±1.8</b>	<b>23</b>	<b>±2.0</b>	<b>26</b>	<b>±6.4</b>
<b>Service</b>												
Army	23	±1.4	22	±2.0	25	±1.9	27	±2.9	23	±3.0	30	±11.6
Navy	23	±1.7	21	±2.3	28	±3.0	30	±3.9	24	±3.1	21	±12.8
Marine Corps	21	±1.9	20	±2.6	20	±3.2	30	±3.7	23	±3.5	22	±13.6
Air Force	17	±1.3	15	±1.7	21	±2.6	21	±3.7	21	±5.2	25	±14.0
Coast Guard	17	±2.1	15	±2.4	17	±2.8	27	±5.2	16	±3.4	31	±15.1
<b>Paygrade Group</b>												
Junior Enlisted	29	±1.5	27	±2.1	32	±2.7	35	±2.9	31	±4.2	33	±10.7
Senior Enlisted	19	±1.1	18	±1.6	22	±1.5	22	±2.5	19	±2.1	19	±7.7
Officer	10	±0.9	10	±1.1	11	±1.0	15	±3.0	16	±3.9	22	±12.5
<b>Gender</b>												
Males	21	±0.8	19	±1.1	24	±1.5	27	±1.9	22	±1.9	26	±7.1
Females	22	±1.9	19	±2.9	27	±2.8	25	±4.4	27	±7.1	23	±13.7
<b>Geographic Region</b>												
Asia & Pacific	25	±2.4	25	±3.6	27	±3.9	24	±4.2	21	±2.8	17	±11.5
Europe	23	±2.0	21	±2.7	27	±3.4	29	±4.5	22	±5.5	23	±16.3
United States	21	±0.9	19	±1.2	24	±1.5	27	±2.1	23	±2.4	27	±7.6
Northern US	18	±2.3	16	±2.8	21	±4.2	30	±7.1	25	±10.9	18	±15.7
Southern US	21	±1.2	19	±1.6	25	±1.9	27	±2.8	25	±4.5	27	±11.9
Western US	21	±1.6	20	±2.1	23	±3.1	28	±3.5	22	±2.6	29	±11.2



Table D.14

*Item 30n. I was unable to get straight answers about my promotion possibilities  
(Percent marking "yes, but my race/ethnicity was NOT a factor")*

Demographic Subgroup	Racial/Ethnic Group											
	Total		White		Black		Hispanic		Asian/ Pacific Islander		Native Amer/AK Native	
	%	CI	%	CI	%	CI	%	CI	%	CI	%	CI
<b>Total Armed Forces</b>	<b>18</b>	<b>±0.7</b>	<b>18</b>	<b>±1.0</b>	<b>18</b>	<b>±1.2</b>	<b>20</b>	<b>±1.5</b>	<b>16</b>	<b>±1.5</b>	<b>26</b>	<b>±6.6</b>
<b>Service</b>												
Army	22	±1.3	21	±2.0	21	±1.8	24	±2.9	18	±2.6	34	±12.2
Navy	19	±1.6	20	±2.2	20	±2.6	20	±2.8	18	±2.6	24	±14.3
Marine Corps	18	±1.8	18	±2.5	16	±2.9	20	±3.2	16	±3.1	22	±13.6
Air Force	12	±1.2	13	±1.5	12	±2.0	12	±2.8	11	±3.0	18	±12.9
Coast Guard	15	±2.0	15	±2.5	16	±2.7	16	±2.5	12	±2.9	19	±12.8
<b>Paygrade Group</b>												
Junior Enlisted	24	±1.4	23	±2.0	25	±2.5	25	±2.5	21	±3.2	35	±11.3
Senior Enlisted	16	±1.0	16	±1.5	16	±1.3	16	±2.1	14	±1.8	17	±7.4
Officer	13	±1.1	13	±1.2	12	±1.5	15	±3.2	12	±3.0	21	±11.1
<b>Gender</b>												
Males	18	±0.8	18	±1.1	19	±1.3	21	±1.7	17	±1.6	26	±7.3
Females	17	±1.7	16	±2.7	17	±2.4	15	±2.9	14	±3.7	26	±15.7
<b>Geographic Region</b>												
Asia & Pacific	20	±2.2	21	±3.4	18	±3.4	17	±3.7	18	±3.2	33	±22.5
Europe	20	±1.9	20	±2.8	16	±2.7	22	±4.3	20	±5.6	38	±20.3
United States	18	±0.8	17	±1.1	19	±1.4	20	±1.8	16	±1.8	25	±7.6
Northern US	16	±2.1	16	±2.7	15	±3.7	21	±6.4	15	±5.8	24	±18.5
Southern US	18	±1.2	17	±1.6	20	±1.8	19	±2.4	17	±3.5	27	±12.5
Western US	17	±1.4	16	±1.9	16	±2.6	20	±2.9	15	±2.0	22	±9.9

Table D.15

*Item 30o. I or my family was discriminated against when seeking non-government housing (Percent marking "yes, but my race/ethnicity was NOT a factor")*

Demographic Subgroup	Racial/Ethnic Group											
	Total		White		Black		Hispanic		Asian/ Pacific Islander		Native Amer/AK Native	
	%	CI	%	CI	%	CI	%	CI	%	CI	%	CI
<b>Total Armed Forces</b>	1	±0.2	1	±0.3	1	±0.3	2	±0.7	1	±0.5	5	±4.3
<b>Service</b>												
Army	2	±0.4	1	±0.5	2	±0.6	3	±1.2	2	±0.7	10	±11.2
Navy	1	±0.5	1	±0.7	1	±0.7	2	±1.4	1	±0.5	2	±3.5
Marine Corps	2	±0.6	2	±0.8	1	±0.7	2	±1.5	1	±1.0	2	±2.9
Air Force	1	±0.4	1	±0.5	<1	±0.4	2	±2.1	1	±1.7	<1	±0.3
Coast Guard	2	±0.7	2	±0.9	2	±0.8	1	±0.6	1	±0.9	5	±8.6
<b>Paygrade Group</b>												
Junior Enlisted	2	±0.5	2	±0.7	1	±0.6	2	±0.9	2	±1.1	5	±7.5
Senior Enlisted	1	±0.3	1	±0.4	1	±0.4	2	±1.3	1	±0.5	5	±5.7
Officer	1	±0.3	1	±0.3	<1	±0.2	1	±1.4	1	±0.1	3	±4.7
<b>Gender</b>												
Males	1	±0.3	1	±0.3	1	±0.4	2	±0.8	1	±0.5	4	±4.3
Females	1	±0.4	1	±0.5	1	±0.7	1	±0.8	1	±0.8	9	±15.1
<b>Geographic Region</b>												
Asia & Pacific	1	±0.4	1	±0.6	1	±0.9	2	±1.2	2	±0.8	1	±0.6
Europe	2	±0.6	2	±0.9	2	±1.1	2	±1.0	5	±5.6	6	±10.0
United States	1	±0.3	1	±0.3	1	±0.4	2	±0.8	1	±0.3	5	±5.4
Northern US	1	±0.6	1	±0.8	1	±0.9	1	±0.8	1	±0.7	1	±0.9
Southern US	1	±0.3	1	±0.4	1	±0.5	2	±1.2	1	±0.7	6	±8.9
Western US	2	±0.5	1	±0.7	1	±0.6	2	±1.4	1	±0.4	7	±8.4

Table D.16

*Item 30p. I or my family was made to feel unwelcome by a local business (for example, a store or restaurant) (Percent marking "yes, but my race/ethnicity was NOT a factor")*

Demographic Subgroup	Racial/Ethnic Group											
	Total		White		Black		Hispanic		Asian/ Pacific Islander		Native Amer/AK Native	
	%	CI	%	CI	%	CI	%	CI	%	CI	%	CI
<b>Total Armed Forces</b>	<b>4</b>	<b>±0.4</b>	<b>4</b>	<b>±0.5</b>	<b>3</b>	<b>±0.5</b>	<b>4</b>	<b>±0.9</b>	<b>3</b>	<b>±0.9</b>	<b>8</b>	<b>±5.9</b>
<b>Service</b>												
Army	3	±0.6	4	±0.9	3	±0.7	4	±1.5	2	±0.8	8	±8.7
Navy	3	±0.8	3	±1.0	3	±1.4	5	±2.4	3	±1.9	13	±18.4
Marine Corps	3	±0.9	4	±1.2	3	±1.2	3	±1.6	2	±0.9	1	±0.7
Air Force	4	±0.7	4	±0.9	2	±0.9	3	±1.0	3	±0.9	9	±12.3
Coast Guard	3	±1.0	3	±1.1	2	±1.2	3	±1.0	3	±1.4	7	±8.6
<b>Paygrade Group</b>												
Junior Enlisted	4	±0.7	5	±1.0	2	±0.9	4	±0.9	4	±2.5	6	±5.7
Senior Enlisted	4	±0.5	4	±0.7	3	±0.7	4	±1.7	2	±0.7	12	±11.7
Officer	2	±0.5	2	±0.5	2	±0.4	3	±2.1	1	±0.4	2	±0.7
<b>Gender</b>												
Males	4	±0.4	4	±0.5	3	±0.6	4	±1.0	3	±1.1	9	±6.9
Females	3	±0.7	3	±1.2	2	±0.9	3	±1.2	2	±0.8	3	±1.6
<b>Geographic Region</b>												
Asia & Pacific	3	±0.9	3	±1.3	3	±1.3	4	±2.0	2	±1.0	4	±3.9
Europe	4	±0.9	4	±1.3	3	±1.5	6	±3.0	3	±1.7	3	±1.9
United States	3	±0.4	4	±0.6	3	±0.6	3	±1.0	3	±1.2	10	±7.4
Northern US	4	±1.4	5	±1.6	3	±2.9	1	±0.7	4	±2.4	30	±32.0
Southern US	3	±0.5	3	±0.7	2	±0.7	3	±1.3	3	±3.0	10	±9.7
Western US	4	±0.8	4	±1.0	3	±1.2	4	±2.0	2	±0.6	3	±1.7

Table D.17

*Item 30q. I or my family did not get appropriate medical care  
(Percent marking "yes, but my race/ethnicity was NOT a factor")*

Demographic Subgroup	Racial/Ethnic Group											
	Total		White		Black		Hispanic		Asian/ Pacific Islander		Native Amer/AK Native	
	%	CI	%	CI	%	CI	%	CI	%	CI	%	CI
<b>Total Armed Forces</b>	<b>10</b>	<b>±0.6</b>	<b>11</b>	<b>±0.8</b>	<b>8</b>	<b>±0.8</b>	<b>10</b>	<b>±1.3</b>	<b>6</b>	<b>±0.8</b>	<b>17</b>	<b>±6.4</b>
<b>Service</b>												
Army	12	±1.0	12	±1.5	10	±1.4	13	±2.8	7	±1.5	23	±12.6
Navy	10	±1.3	11	±1.8	7	±1.7	9	±2.2	5	±1.2	10	±7.6
Marine Corps	9	±1.3	10	±1.9	8	±2.0	6	±1.4	6	±1.7	13	±11.1
Air Force	10	±1.1	10	±1.4	7	±1.6	9	±2.9	5	±2.0	21	±16.3
Coast Guard	10	±1.7	10	±2.0	7	±1.9	8	±2.8	5	±1.6	5	±2.3
<b>Paygrade Group</b>												
Junior Enlisted	9	±1.0	9	±1.4	9	±1.7	8	±1.7	6	±1.6	10	±7.9
Senior Enlisted	12	±0.9	13	±1.4	9	±1.0	12	±2.3	6	±1.1	23	±11.1
Officer	9	±0.9	10	±1.1	6	±1.2	8	±2.8	4	±0.7	25	±15.3
<b>Gender</b>												
Males	11	±0.6	12	±0.9	9	±1.0	10	±1.4	6	±0.9	17	±7.0
Females	7	±1.2	6	±1.7	7	±1.6	10	±4.7	5	±1.8	18	±15.7
<b>Geographic Region</b>												
Asia & Pacific	8	±1.3	8	±1.9	7	±2.3	7	±2.3	7	±1.7	13	±13.3
Europe	10	±1.5	11	±2.1	8	±2.1	10	±3.4	10	±5.6	9	±10.0
United States	11	±0.7	11	±0.9	9	±1.0	10	±1.6	5	±0.8	18	±7.7
Northern US	11	±1.9	12	±2.4	10	±3.0	11	±5.8	5	±2.7	5	±2.9
Southern US	11	±0.9	12	±1.3	9	±1.3	12	±2.2	5	±1.3	22	±11.6
Western US	9	±1.2	10	±1.6	7	±1.6	9	±2.5	5	±1.2	19	±13.3

Table D.18

*Item 30r. I or my family got poorer military support service (for example, at commissaries, exchanges, clubs, and rec centers) than did others (Percent marking "yes, but my race/ethnicity was NOT a factor")*

Demographic Subgroup	Racial/Ethnic Group											
	Total		White		Black		Hispanic		Asian/ Pacific Islander		Native Amer/AK Native	
	%	CI	%	CI	%	CI	%	CI	%	CI	%	CI
<b>Total Armed Forces</b>	5	±0.4	5	±0.6	4	±0.6	5	±0.7	3	±0.6	5	±2.9
<b>Service</b>												
Army	5	±0.7	5	±1.1	5	±1.0	5	±1.1	4	±1.1	9	±7.1
Navy	4	±0.8	4	±1.1	3	±1.2	5	±1.6	3	±0.9	3	±2.2
Marine Corps	5	±1.1	6	±1.5	4	±1.6	4	±1.9	4	±1.2	6	±7.2
Air Force	5	±0.8	5	±1.0	5	±1.3	4	±1.7	4	±1.7	2	±1.0
Coast Guard	4	±1.2	4	±1.4	3	±1.4	5	±1.1	2	±1.1	2	±1.4
<b>Paygrade Group</b>												
Junior Enlisted	5	±0.7	5	±1.0	5	±1.2	4	±1.0	4	±1.0	3	±1.7
Senior Enlisted	5	±0.6	5	±0.9	4	±0.7	6	±1.2	3	±0.8	7	±5.8
Officer	4	±0.6	4	±0.7	3	±0.7	4	±1.7	2	±2.1	9	±11.6
<b>Gender</b>												
Males	5	±0.5	5	±0.6	5	±0.7	5	±0.8	4	±0.7	4	±2.0
Females	4	±0.8	4	±1.2	4	±1.2	4	±1.3	2	±1.2	11	±14.8
<b>Geographic Region</b>												
Asia & Pacific	5	±1.1	5	±1.7	4	±1.9	5	±1.7	5	±1.4	2	±1.0
Europe	6	±1.1	6	±1.5	5	±1.5	9	±3.4	5	±2.0	8	±8.7
United States	4	±0.5	5	±0.6	4	±0.7	4	±0.7	3	±0.7	6	±3.6
Northern US	5	±1.4	6	±1.8	5	±2.2	5	±2.1	3	±1.9	3	±1.9
Southern US	4	±0.5	4	±0.8	4	±0.8	3	±0.9	3	±1.4	4	±3.2
Western US	5	±0.9	5	±1.2	5	±1.7	5	±1.4	3	±0.9	9	±8.4

Table D.19

*Item 30s. I was excluded by my peers from social activities  
(Percent marking "yes, but my race/ethnicity was NOT a factor")*

Demographic Subgroup	Racial/Ethnic Group											
	Total		White		Black		Hispanic		Asian/ Pacific Islander		Native Amer/AK Native	
	%	CI	%	CI	%	CI	%	CI	%	CI	%	CI
<b>Total Armed Forces</b>	5	±0.4	5	±0.6	6	±0.7	5	±0.8	4	±0.6	9	±4.3
<b>Service</b>												
Army	5	±0.7	5	±1.1	5	±1.0	5	±1.4	5	±1.3	12	±9.4
Navy	5	±0.8	5	±1.2	6	±1.6	6	±1.7	3	±0.9	5	±4.0
Marine Corps	5	±1.0	5	±1.4	5	±1.7	4	±1.2	4	±1.3	13	±12.9
Air Force	5	±0.8	5	±1.0	6	±1.4	6	±1.8	3	±0.9	3	±1.6
Coast Guard	5	±1.3	5	±1.5	7	±1.9	6	±1.4	4	±1.6	12	±10.5
<b>Paygrade Group</b>												
Junior Enlisted	6	±0.8	7	±1.2	6	±1.4	6	±1.0	5	±1.1	9	±6.6
Senior Enlisted	5	±0.6	5	±0.8	5	±0.8	5	±1.3	3	±0.8	8	±6.2
Officer	3	±0.5	2	±0.6	6	±0.7	5	±2.1	3	±0.7	10	±11.6
<b>Gender</b>												
Males	5	±0.4	5	±0.6	5	±0.7	5	±0.9	4	±0.6	8	±4.2
Females	7	±1.2	7	±1.8	6	±1.5	5	±1.9	3	±1.2	13	±14.6
<b>Geographic Region</b>												
Asia & Pacific	5	±1.2	5	±1.8	5	±1.9	5	±1.8	5	±1.2	9	±12.1
Europe	5	±1.0	5	±1.5	4	±1.5	5	±1.5	4	±1.7	8	±10.0
United States	5	±0.5	5	±0.7	6	±0.8	5	±0.9	3	±0.7	9	±5.1
Northern US	5	±1.4	5	±1.8	5	±2.2	5	±2.4	2	±1.6	3	±2.1
Southern US	5	±0.6	4	±0.8	6	±1.0	5	±1.3	4	±1.2	8	±6.8
Western US	6	±0.9	6	±1.2	6	±1.7	6	±1.3	3	±0.9	14	±10.1

Table D.20

*Item 30t. Local civilian police harassed me or my family without cause  
(Percent marking "yes, but my race/ethnicity was NOT a factor")*

Demographic Subgroup	Racial/Ethnic Group											
	Total		White		Black		Hispanic		Asian/ Pacific Islander		Native Amer/AK Native	
	%	CI	%	CI	%	CI	%	CI	%	CI	%	CI
<b>Total Armed Forces</b>	<b>2</b>	<b>±0.3</b>	<b>2</b>	<b>±0.4</b>	<b>2</b>	<b>±0.5</b>	<b>2</b>	<b>±0.7</b>	<b>1</b>	<b>±0.3</b>	<b>3</b>	<b>±3.3</b>
<b>Service</b>												
Army	1	±0.4	1	±0.7	1	±0.5	2	±0.7	2	±0.7	1	±0.3
Navy	2	±0.7	2	±0.9	3	±1.5	3	±1.7	1	±0.3	1	±0.8
Marine Corps	2	±0.7	2	±1.0	2	±1.2	2	±1.6	1	±0.7	7	±11.4
Air Force	1	±0.4	1	±0.5	2	±0.8	2	±1.9	1	±0.6	8	±12.3
Coast Guard	2	±0.8	2	±0.9	1	±0.9	3	±3.2	<1	±0.2	<1	±0.4
<b>Paygrade Group</b>												
Junior Enlisted	3	±0.6	3	±0.9	3	±1.0	3	±1.0	2	±0.7	6	±6.9
Senior Enlisted	1	±0.3	1	±0.4	1	±0.6	2	±1.1	1	±0.3	1	±0.3
Officer	1	±0.2	1	±0.3	1	±0.6	<1	±0.1	1	±0.2	1	±0.3
<b>Gender</b>												
Males	2	±0.3	2	±0.4	2	±0.6	2	±0.8	1	±0.3	4	±3.8
Females	1	±0.4	1	±0.7	1	±0.5	1	±1.0	<1	±0.5	<1	±0.4
<b>Geographic Region</b>												
Asia & Pacific	2	±0.7	2	±1.0	1	±1.2	1	±0.5	1	±0.6	11	±19.8
Europe	2	±0.6	1	±0.8	1	±1.0	3	±2.0	2	±1.0	1	±0.7
United States	1	±0.3	1	±0.4	2	±0.6	2	±0.7	1	±0.3	3	±3.3
Northern US	1	±0.7	1	±0.9	1	±1.0	<1	±0.5	1	±0.6	<1	±0.4
Southern US	1	±0.3	1	±0.5	2	±0.6	2	±0.9	1	±0.6	5	±6.7
Western US	2	±0.6	2	±0.8	2	±1.6	2	±1.4	1	±0.4	1	±0.6

Table D.21

*Item 30u. I or my family was watched more closely than others were by armed forces police (Percent marking "yes, but my race/ethnicity was NOT a factor")*

Demographic Subgroup	Racial/Ethnic Group											
	Total		White		Black		Hispanic		Asian/ Pacific Islander		Native Amer/AK Native	
	%	CI	%	CI	%	CI	%	CI	%	CI	%	CI
<b>Total Armed Forces</b>	1	±0.2	1	±0.3	2	±0.4	1	±0.5	1	±0.4	3	±3.1
<b>Service</b>												
Army	1	±0.4	1	±0.5	2	±0.6	1	±0.6	1	±0.6	4	±6.7
Navy	1	±0.5	1	±0.7	2	±0.9	2	±1.2	1	±0.4	1	±0.5
Marine Corps	1	±0.5	1	±0.7	2	±1.1	2	±1.1	1	±0.7	7	±11.5
Air Force	1	±0.4	1	±0.5	1	±0.7	1	±0.6	2	±1.7	1	±0.5
Coast Guard	1	±0.52	1	±0.5	1	±0.5	2	±2.6	1	±0.7	1	±0.9
<b>Paygrade Group</b>												
Junior Enlisted	2	±0.7	2	±0.7	2	±0.9	2	±0.6	2	±1.1	3	±4.2
Senior Enlisted	1	±0.4	1	±0.4	1	±0.4	1	±0.8	1	±0.4	3	±5.5
Officer	<1	±0.2	<1	±0.2	1	±0.3	<1	±0.1	<1	±0.1	1	±0.3
<b>Gender</b>												
Males	1	±0.2	1	±0.3	2	±0.5	1	±0.5	1	±0.5	2	±2.3
Females	1	±0.4	1	±0.5	1	±0.5	1	±0.9	<1	<0.1	9	±15.2
<b>Geographic Region</b>												
Asia & Pacific	2	±0.7	2	±1.0	1	±1.1	1	±0.6	1	±0.7	12	±19.7
Europe	1	±0.5	1	±0.7	2	±1.2	2	±1.6	4	±5.6	1	±0.8
United States	1	±0.2	1	±0.3	1	±0.4	1	±0.4	1	±0.3	2	±3.1
Northern US	1	±0.6	1	±0.7	1	±1.2	2	±2.0	1	±0.9	1	±0.8
Southern US	1	±0.3	1	±0.4	2	±0.6	1	±0.5	1	±0.4	<1	±0.3
Western US	1	±0.5	1	±0.7	2	±0.9	1	±0.6	1	±0.5	5	±8.2



Table D.22

*Item 30v. I was taken to nonjudicial punishment or court martial when I should not have been (Percent marking "yes, but my race/ethnicity was NOT a factor")*

Demographic Subgroup	Racial/Ethnic Group											
	Total		White		Black		Hispanic		Asian/ Pacific Islander		Native Amer/AK Native	
	%	CI	%	CI	%	CI	%	CI	%	CI	%	CI
<b>Total Armed Forces</b>	2	±0.3	2	±0.4	2	±0.4	2	±0.6	2	±0.5	3	±1.6
<b>Service</b>												
Army	2	±0.5	2	±0.7	2	±0.5	2	±1.1	1	±0.7	4	±3.9
Navy	3	±0.8	3	±1.1	3	±1.2	2	±1.3	1	±0.6	1	±0.9
Marine Corps	3	±0.8	3	±1.1	4	±1.6	2	±0.9	2	±0.8	2	±0.8
Air Force	1	±0.4	1	±0.6	1	±0.6	1	±0.6	2	±1.7	1	±0.6
Coast Guard	2	±0.8	2	±0.9	1	±0.9	2	±0.7	2	±1.3	12	±13.0
<b>Paygrade Group</b>												
Junior Enlisted	4	±0.7	4	±1.1	3	±1.0	2	±0.6	3	±1.2	5	±3.4
Senior Enlisted	1	±0.3	1	±0.5	1	±0.4	2	±1.1	1	±0.5	1	±0.6
Officer	<1	±0.2	<1	±0.2	1	±0.6	<1	±0.4	<1	±0.1	<1	±0.2
<b>Gender</b>												
Males	2	±0.3	2	±0.5	2	±0.5	2	±0.6	2	±0.6	3	±1.9
Females	2	±0.6	2	±0.9	1	±0.8	1	±0.9	1	±0.6	2	±1.7
<b>Geographic Region</b>												
Asia & Pacific	2	±0.8	2	±1.1	2	±1.2	2	±1.3	2	±1.1	1	±0.5
Europe	1	±0.5	1	±0.7	1	±0.8	1	±0.8	3	±5.5	12	±16.6
United States	2	±0.4	2	±0.5	2	±0.5	2	±0.6	1	±0.4	2	±1.0
Northern US	1	±0.5	1	±0.6	1	±1.2	1	±0.9	<1	±0.6	2	±2.0
Southern US	2	±0.4	2	±0.6	2	±0.6	2	±1.0	1	±0.5	1	±0.5
Western US	3	±0.8	3	±1.1	2	±1.1	2	±0.7	2	±0.7	3	±2.5

Table D.23

*Item 30w. I was punished for something that others did without being punished  
(Percent marking "yes, but my race/ethnicity was NOT a factor")*

Demographic Subgroup	Racial/Ethnic Group											
	Total		White		Black		Hispanic		Asian/ Pacific Islander		Native Amer/AK Native	
	%	CI	%	CI	%	CI	%	CI	%	CI	%	CI
<b>Total Armed Forces</b>	6	±0.5	7	±0.7	6	±0.8	6	±1.1	5	±1.2	5	±2.2
<b>Service</b>												
Army	6	±0.9	7	±1.3	6	±1.2	6	±1.9	5	±1.9	4	±1.2
Navy	7	±1.1	7	±1.5	7	±1.9	8	±2.7	4	±1.0	4	±2.3
Marine Corps	8	±1.4	8	±1.9	7	±2.1	6	±1.9	7	±1.9	10	±11.3
Air Force	5	±0.9	5	±1.1	4	±1.3	4	±1.4	6	±4.3	2	±0.9
Coast Guard	5	±1.2	5	±1.4	2	±1.1	6	±3.3	4	±1.9	15	±12.9
<b>Paygrade Group</b>												
Junior Enlisted	11	±1.1	12	±1.6	11	±1.9	9	±1.7	10	±2.9	9	±4.6
Senior Enlisted	4	±0.6	5	±0.9	4	±0.8	5	±1.7	2	±0.7	2	±0.6
Officer	2	±0.4	2	±0.5	1	±0.7	1	±0.5	3	±2.2	2	±0.6
<b>Gender</b>												
Males	6	±0.5	6	±0.7	6	±0.9	6	±1.2	5	±1.3	5	±2.6
Females	7	±1.3	8	±2.0	6	±1.6	6	±3.2	5	±1.9	4	±1.4
<b>Geographic Region</b>												
Asia & Pacific	7	±1.5	8	±2.2	6	±2.5	4	±1.6	4	±1.4	4	±3.8
Europe	7	±1.2	6	±1.8	6	±1.8	8	±2.5	7	±5.6	5	±2.2
United States	6	±0.6	6	±0.8	6	±0.9	6	±1.3	5	±1.4	6	±2.7
Northern US	4	±1.2	4	±1.6	2	±1.4	5	±4.2	3	±2.2	3	±2.0
Southern US	6	±0.8	6	±1.1	6	±1.2	7	±2.2	6	±3.3	4	±1.2
Western US	7	±1.1	7	±1.4	7	±2.1	6	±1.3	4	±1.0	9	±6.9

Table D.24

*Item 30x. I was afraid for me or my family to go off the installation because of gang activity (Percent marking "yes, but my race/ethnicity was NOT a factor")*

Demographic Subgroup	Racial/Ethnic Group											
	Total		White		Black		Hispanic		Asian/ Pacific Islander		Native Amer/AK Native	
	%	CI	%	CI	%	CI	%	CI	%	CI	%	CI
<b>Total Armed Forces</b>	3	±0.4	3	±0.5	2	±0.5	4	±0.9	3	±0.5	4	±3.6
<b>Service</b>												
Army	4	±0.6	4	±1.0	3	±0.8	5	±2.1	4	±1.1	8	±9.5
Navy	3	±0.7	3	±1.0	2	±0.8	4	±1.6	3	±0.9	2	±1.2
Marine Corps	2	±0.6	2	±0.9	2	±1.0	3	±0.9	4	±1.2	2	±1.1
Air Force	3	±0.7	3	±0.8	2	±0.9	3	±1.4	3	±1.1	2	±0.9
Coast Guard	2	±0.7	2	±0.8	1	±0.7	2	±0.7	2	±1.1	6	±10.6
<b>Paygrade Group</b>												
Junior Enlisted	3	±0.6	3	±0.8	3	±1.0	3	±0.9	3	±0.9	6	±7.5
Senior Enlisted	3	±0.5	4	±0.8	2	±0.6	5	±1.7	3	±0.8	3	±0.9
Officer	2	±0.5	2	±0.6	2	±0.4	4	±2.4	2	±0.6	2	±0.8
<b>Gender</b>												
Males	3	±0.4	3	±0.5	3	±0.5	4	±0.8	4	±0.6	5	±4.2
Females	3	±0.8	3	±1.2	2	±0.9	5	±4.6	1	±0.9	2	±0.9
<b>Geographic Region</b>												
Asia & Pacific	2	±0.8	2	±1.1	3	±1.6	2	±1.2	3	±1.1	2	±1.1
Europe	1	±0.6	1	±1.0	1	±1.0	1	±0.7	2	±1.0	1	±0.8
United States	3	±0.4	3	±0.6	3	±0.5	4	±1.1	3	±0.7	5	±4.5
Northern US	3	±1.0	2	±1.2	4	±2.0	2	±1.3	5	±3.2	3	±2.2
Southern US	3	±0.5	3	±0.7	2	±0.6	2	±1.0	3	±0.8	6	±8.9
Western US	5	±0.9	5	±1.2	3	±1.3	7	±2.4	4	±0.9	5	±2.3

Table D.25

*Item 30y. I was afraid for me or my family to go off the installation for other reasons (Percent marking "yes, but my race/ethnicity was NOT a factor")*

Demographic Subgroup	Racial/Ethnic Group											
	Total		White		Black		Hispanic		Asian/ Pacific Islander		Native Amer/AK Native	
	%	CI	%	CI	%	CI	%	CI	%	CI	%	CI
<b>Total Armed Forces</b>	<b>3</b>	<b>±0.3</b>	<b>3</b>	<b>±0.4</b>	<b>3</b>	<b>±0.5</b>	<b>3</b>	<b>±0.6</b>	<b>3</b>	<b>±0.7</b>	<b>6</b>	<b>±4.5</b>
<b>Service</b>												
Army	3	±0.6	3	±0.9	3	±0.8	3	±1.0	4	±1.9	12	±11.6
Navy	2	±0.5	2	±0.7	1	±0.7	4	±1.6	3	±0.9	1	±0.8
Marine Corps	2	±0.7	2	±0.9	3	±1.3	2	±0.8	1	±0.7	1	±0.7
Air Force	3	±0.6	3	±0.7	3	±1.0	3	±1.3	4	±1.1	5	±5.6
Coast Guard	1	±0.5	1	±0.7	1	±0.9	2	±0.8	1	±0.8	<1	±0.4
<b>Paygrade Group</b>												
Junior Enlisted	3	±0.6	3	±0.9	3	±1.0	3	±0.7	4	±1.0	10	±9.2
Senior Enlisted	2	±0.4	2	±0.6	2	±0.6	4	±1.1	3	±0.9	3	±2.6
Officer	2	±0.5	2	±0.5	2	±0.7	2	±2.0	3	±2.2	2	±0.7
<b>Gender</b>												
Males	3	±0.3	2	±0.4	2	±0.5	3	±0.7	4	±0.8	7	±5.3
Females	3	±0.9	4	±1.5	3	±1.1	2	±0.9	2	±1.2	1	±0.8
<b>Geographic Region</b>												
Asia & Pacific	3	±0.8	3	±1.2	4	±1.7	3	±1.6	3	±1.1	2	±12.1
Europe	2	±0.7	1	±0.9	3	±1.4	3	±1.7	3	±1.3	1	±1.0
United States	2	±0.3	2	±0.5	2	±0.5	3	±0.6	3	±0.8	1	±5.3
Northern US	2	±0.8	2	±1.1	1	±1.0	2	±1.0	5	±2.9	2	±1.3
Southern US	3	±0.5	3	±0.7	2	±0.7	2	±0.8	4	±1.7	9	±10.5
Western US	2	±0.6	2	±0.8	3	±1.3	4	±1.2	3	±0.9	2	±0.8

Table D.26

*Item 30z. I was afraid for me or my family because of gang activity on the installation (Percent marking "yes, but my race/ethnicity was NOT a factor")*

Demographic Subgroup	Racial/Ethnic Group											
	Total		White		Black		Hispanic		Asian/ Pacific Islander		Native Amer/AK Native	
	%	CI	%	CI	%	CI	%	CI	%	CI	%	CI
<b>Total Armed Forces</b>	2	±0.3	2	±0.4	2	±0.4	2	±0.5	2	±1.0	7	±4.6
<b>Service</b>												
Army	4	±0.6	4	±1.0	3	±0.7	3	±0.8	3	±1.6	14	±11.5
Navy	2	±0.6	2	±0.8	2	±0.9	3	±1.4	3	±1.9	2	±0.9
Marine Corps	2	±0.5	2	±0.7	1	±0.8	2	±0.8	2	±0.9	5	±4.6
Air Force	1	±0.5	2	±0.6	1	±0.4	1	±0.4	1	±0.6	4	±5.6
Coast Guard	<1	±0.3	<1	±0.4	1	±0.7	1	±0.3	1	±0.7	<1	±0.5
<b>Paygrade Group</b>												
Junior Enlisted	2	±0.5	2	±0.8	2	±0.8	2	±0.6	3	±2.5	9	±8.8
Senior Enlisted	3	±0.5	3	±0.7	2	±0.5	3	±1.0	2	±0.6	5	±4.0
Officer	1	±0.4	1	±0.4	1	±0.3	1	±0.3	2	±2.2	4	±4.8
<b>Gender</b>												
Males	3	±0.4	3	±0.5	2	±0.5	2	±0.6	3	±1.1	8	±5.3
Females	1	±0.5	1	±0.8	2	±0.8	1	±0.7	<1	±0.2	1	±0.8
<b>Geographic Region</b>												
Asia & Pacific	2	±0.6	2	±0.9	2	±1.0	2	±1.0	2	±0.9	13	±13.5
Europe	2	±0.6	2	±0.9	2	±1.0	1	±0.8	2	±1.1	4	±3.0
United States	2	±0.4	2	±0.5	2	±0.5	2	±0.5	2	±1.2	7	±5.5
Northern US	2	±0.9	2	±1.1	2	±1.4	2	±1.3	8	±10.4	3	±1.9
Southern US	2	±0.5	3	±0.7	2	±0.6	2	±0.6	2	±1.3	11	±10.8
Western US	2	±0.6	3	±0.9	2	±0.9	3	±0.9	2	±0.7	3	±1.8

## APPENDIX E

### Tables for Question 51

# TABLES FOR QUESTION 51

Stem for all items in Question 51:

*How satisfied are you with the following as they relate to your experience with reporting this situation?*

Table E.1

*Item 51a. The availability of information on how to report or file a complaint*

Service	Racial/Ethnic Group											
	Total		White		Black		Hispanic		Asian/ Pacific Islander		Native Amer/AK Native	
	%	CI	%	CI	%	CI	%	CI	%	CI	%	CI
<b><i>Satisfied/Very Satisfied</i></b>												
Total Armed Forces	35	±2.9	36	±4.7	36	±3.8	32	±5.7	37	±9.0	21	±14.4
Army	39	±4.7	43	±8.6	36	±5.6	31	±7.2	37	±13.2	26	±22.1
Navy	34	±5.5	31	±8.8	39	±8.2	39	±13.1	38	±12.3	17	±24.0
Marine Corps	29	±7.0	29	±10.7	29	±9.9	27	±9.8	28	±13.2	6	±5.8
Air Force	34	±6.5	35	±9.9	35	±8.2	25	±9.7	38	±29.1	39	±10.6
Coast Guard	28	±9.0	25	±12.4	37	±8.8	46	±9.0	31	±14.5	0	±0.0
<b><i>Neither Satisfied nor Dissatisfied</i></b>												
Total Armed Forces	30	±2.8	30	±4.7	28	±3.9	26	±4.4	35	±7.9	49	±26.7
Army	28	±4.3	27	±7.6	28	±5.9	26	±6.6	36	±13.1	50	±31.9
Navy	31	±5.8	33	±9.5	29	±8.5	21	±7.7	31	±10.3	54	±49.6
Marine Corps	29	±7.1	27	±10.5	34	±10.5	30	±10.5	48	±13.4	17	±14.2
Air Force	32	±6.6	33	±10.2	27	±7.6	33	±13.3	38	±24.2	31	±10.4
Coast Guard	34	±10.0	38	±13.7	21	±7.2	22	±6.9	46	±14.6	74	±33.6
<b><i>Dissatisfied/Very Dissatisfied</i></b>												
Total Armed Forces	35	±2.9	34	±4.8	35	±3.8	42	±5.9	28	±9.0	30	±18.3
Army	34	±4.3	30	±7.8	36	±5.5	43	±8.1	26	±8.9	24	±15.7
Navy	35	±6.0	36	±9.8	32	±8.3	40	±12.4	31	±15.8	28	±37.0
Marine Corps	42	±8.0	44	±12.2	37	±10.9	43	±11.5	23	±11.1	77	±17.7
Air Force	34	±6.6	31	±9.9	38	±8.3	43	±16.5	24	±14.4	30	±9.9
Coast Guard	37	±9.8	37	±13.5	42	±8.9	33	±8.6	23	±11.3	26	±33.6

Table E.2

*Item 51b. How you were treated by the people handling your complaint*

Service	Racial/Ethnic Group											
	Total		White		Black		Hispanic		Asian/ Pacific Islander		Native Amer/AK Native	
	%	CI	%	CI	%	CI	%	CI	%	CI	%	CI
<b><i>Satisfied/Very Satisfied</i></b>												
Total Armed Forces	30	±2.8	32	±4.7	29	±3.6	29	±4.7	26	±6.7	20	±14.2
Army	33	±4.5	35	±8.3	31	±5.5	31	±7.4	36	±13.1	24	±21.8
Navy	27	±5.3	30	±9.1	23	±6.8	30	±9.3	25	±9.6	16	±23.5
Marine Corps	28	±7.1	29	±10.9	28	±9.7	25	±9.6	27	±13.1	14	±12.1
Air Force	32	±6.5	34	±10.0	31	±8.0	27	±10.5	15	±10.0	35	±10.5
Coast Guard	29	±9.2	28	±12.6	35	±8.5	35	±9.0	34	±12.7	6	±11.7
<b><i>Neither Satisfied nor Dissatisfied</i></b>												
Total Armed Forces	30	±2.9	30	±4.7	29	±3.9	35	±6.0	39	±8.9	12	±6.5
Army	26	±4.2	25	±7.4	27	±5.8	29	±6.9	25	±8.9	12	±8.5
Navy	34	±6.0	37	±10.1	29	±8.4	36	±13.3	41	±12.2	7	±7.6
Marine Corps	29	±7.0	27	±10.6	30	±10.2	39	±11.2	39	±12.8	13	±10.9
Air Force	33	±6.6	31	±9.8	31	±8.0	45	±16.4	54	±25.0	38	±10.6
Coast Guard	33	±9.7	34	±13.3	31	±8.4	33	±8.8	44	±15.2	13	±17.5
<b><i>Dissatisfied/Very Dissatisfied</i></b>												
Total Armed Forces	39	±3.0	37	±4.9	43	±4.0	36	±5.7	34	±9.5	68	±18.5
Army	41	±4.7	40	±8.4	42	±5.8	40	±8.1	38	±12.9	63	±26.1
Navy	39	±5.9	34	±9.4	47	±8.7	34	±12.1	34	±16.1	77	±28.2
Marine Corps	43	±8.0	44	±12.3	42	±11.0	36	±11.4	34	±12.5	73	±20.3
Air Force	35	±6.7	35	±10.2	38	±8.4	28	±12.3	31	±21.2	27	±9.0
Coast Guard	37	±9.9	38	±13.5	35	±8.7	31	±8.4	22	±11.2	81	±25.1



**Table E.3**  
*Item 51c. The amount of time required to resolve your complaint*

Service	Racial/Ethnic Group											
	Total		White		Black		Hispanic		Asian/ Pacific Islander		Native Amer/AK Native	
	%	CI	%	CI	%	CI	%	CI	%	CI	%	CI
<b>Satisfied/Very Satisfied</b>												
Total Armed Forces	21	±2.4	21	±4.1	21	±3.1	23	±4.2	25	±6.7	16	±13.1
Army	22	±4.0	22	±7.5	21	±4.5	22	±6.9	30	±13.5	18	±20.4
Navy	21	±4.7	22	±8.0	19	±6.3	22	±7.6	26	±10.0	15	±22.8
Marine Corps	22	±6.4	20	±9.6	27	±9.7	23	±9.7	33	±13.5	12	±11.2
Air Force	20	±5.4	19	±8.2	20	±6.9	25	±11.7	13	±9.4	24	±9.6
Coast Guard	22	±8.5	22	±11.7	21	±7.4	31	±8.8	23	±11.3	0	±0.0
<b>Neither Satisfied nor Dissatisfied</b>												
Total Armed Forces	30	±2.8	30	±4.6	29	±3.7	34	±6.0	32	±7.5	38	±29.4
Army	27	±4.2	26	±7.4	28	±5.9	29	±6.9	38	±13.2	26	±24.4
Navy	32	±5.9	34	±9.9	27	±7.2	37	±13.4	27	±9.8	55	±49.3
Marine Corps	25	±6.4	20	±9.4	29	±10.0	36	±11.1	33	±12.4	18	±14.5
Air Force	34	±6.6	33	±9.9	35	±8.4	41	±16.5	34	±21.9	35	±10.2
Coast Guard	35	±10.0	37	±13.7	37	±8.9	23	±6.8	44	±14.8	9	±13.3
<b>Dissatisfied/Very Dissatisfied</b>												
Total Armed Forces	49	±3.1	49	±5.1	50	±4.1	44	±5.8	43	±9.8	46	±25.5
Army	51	±4.8	52	±8.6	51	±6.0	50	±8.0	32	±10.0	56	±30.6
Navy	47	±6.1	45	±10.1	53	±8.6	41	±12.3	46	±14.5	30	±38.0
Marine Corps	53	±7.9	59	±11.9	44	±11.1	40	±11.6	34	±12.2	69	±22.5
Air Force	46	±7.1	48	±10.7	45	±8.6	35	±14.1	54	±26.0	41	±10.7
Coast Guard	43	±10.1	42	±13.8	42	±9.0	47	±9.3	33	±13.9	91	±13.3

Table E.4

*Item 51d. How well you were kept informed about the progress of your complaint*

Service	Racial/Ethnic Group											
	Total		White		Black		Hispanic		Asian/ Pacific Islander		Native Amer/AK Native	
	%	CI	%	CI	%	CI	%	CI	%	CI	%	CI
<b><i>Satisfied/Very Satisfied</i></b>												
Total Armed Forces	18	±2.3	16	±3.6	21	±3.1	16	±3.5	21	±9.6	37	±29.9
Army	17	±3.5	14	±6.3	21	±4.8	14	±4.9	29	±13.6	18	±20.4
Navy	18	±4.6	16	±7.3	19	±6.3	16	±6.5	21	±9.1	65	±41.6
Marine Corps	20	±6.0	18	±8.9	28	±9.8	14	±7.9	21	±12.8	12	±11.3
Air Force	17	±5.0	16	±7.5	18	±6.6	24	±11.5	10	±8.0	15	±7.4
Coast Guard	16	±7.4	15	±10.1	15	±6.5	22	±7.9	30	±14.1	0	±0.0
<b><i>Neither Satisfied nor Dissatisfied</i></b>												
Total Armed Forces	33	±2.9	35	±4.8	29	±3.7	36	±6.1	32	±7.3	10	±5.6
Army	32	±4.6	36	±8.4	26	±5.8	34	±7.7	27	±9.2	8	±5.9
Navy	34	±5.8	38	±9.7	29	±7.5	35	±13.4	34	±11.1	4	±5.4
Marine Corps	23	±6.2	18	±9.0	26	±9.7	37	±11.3	51	±13.5	21	±16.3
Air Force	36	±6.8	35	±10.3	36	±8.3	42	±16.7	32	±21.4	45	±11.0
Coast Guard	40	±10.2	43	±13.9	36	±8.7	27	±8.2	32	±13.2	13	±17.5
<b><i>Dissatisfied/Very Dissatisfied</i></b>												
Total Armed Forces	50	±3.1	50	±5.1	51	±4.1	48	±5.9	47	±9.6	53	±27.2
Army	51	±4.8	49	±8.7	53	±6.0	52	±8.0	44	±13.2	74	±22.4
Navy	48	±6.2	46	±10.1	51	±8.6	48	±12.6	45	±14.7	31	±38.7
Marine Corps	57	±7.7	64	±11.4	46	±11.1	49	±11.7	28	±11.8	67	±24.2
Air Force	47	±7.1	48	±10.7	46	±8.7	34	±13.5	59	±24.3	40	±10.2
Coast Guard	45	±10.1	42	±13.7	49	±9.1	52	±9.4	38	±14.4	87	±17.5

Table E.5  
*Item 51e. How well the investigation outcome was explained to you*

Service	Racial/Ethnic Group											
	Total		White		Black		Hispanic		Asian/ Pacific Islander		Native Amer/AK Native	
	%	CI	%	CI	%	CI	%	CI	%	CI	%	CI
<b>Satisfied/Very Satisfied</b>												
Total Armed Forces	16	±2.1	15	±3.6	17	±2.8	15	±3.3	19	±6.1	16	±13.1
Army	16	±3.5	16	±6.6	17	±4.1	12	±4.7	26	±13.7	19	±20.7
Navy	13	±3.5	10	±5.5	16	±5.8	15	±6.3	20	±8.7	17	±23.8
Marine Corps	20	±6.2	18	±9.2	23	±9.4	20	±9.5	19	±11.5	6	±6.6
Air Force	17	±5.4	18	±8.4	16	±6.4	20	±9.0	7	±6.4	15	±7.8
Coast Guard	16	±7.6	16	±10.5	17	±6.9	21	±8.0	25	±13.5	0	±0.0
<b>Neither Satisfied nor Dissatisfied</b>												
Total Armed Forces	36	±3.0	37	±5.0	33	±3.9	39	±6.2	34	±7.5	46	±27.9
Army	33	±4.6	33	±8.1	31	±6.1	37	±7.9	28	±9.8	39	±36.0
Navy	42	±6.3	48	±10.3	32	±7.7	40	±13.3	36	±11.6	55	±49.6
Marine Corps	26	±6.6	20	±9.5	35	±10.6	33	±11.3	43	±13.1	20	±15.7
Air Force	36	±6.7	35	±10.0	38	±8.4	45	±16.6	34	±22.0	44	±10.8
Coast Guard	39	±10.1	39	±13.7	39	±8.9	33	±8.8	19	±9.0	74	±32.9
<b>Dissatisfied/Very Dissatisfied</b>												
Total Armed Forces	49	±3.1	48	±5.1	51	±4.1	46	±5.9	47	±9.6	38	±21.9
Army	51	±4.8	51	±8.7	53	±6.0	51	±8.1	46	±13.3	41	±28.8
Navy	45	±6.1	42	±9.9	52	±8.7	44	±12.6	44	±14.9	29	±37.3
Marine Corps	55	±8.0	62	±11.8	43	±11.1	47	±12.0	37	±12.8	74	±19.8
Air Force	46	±7.1	47	±10.7	46	±8.7	35	±13.6	59	±24.1	41	±10.3
Coast Guard	45	±10.2	45	±14.0	44	±9.0	46	±9.3	56	±14.4	26	±32.9

Table E.6  
*Item 51f. The complaint process overall*

Service	Racial/Ethnic Group											
	Total		White		Black		Hispanic		Asian/ Pacific Islander		Native Amer/AK Native	
	%	CI	%	CI	%	CI	%	CI	%	CI	%	CI
<b><i>Satisfied/Very Satisfied</i></b>												
Total Armed Forces	18	±2.3	19	±4.0	17	±2.8	17	±3.5	21	±6.3	16	±13.1
Army	20	±3.9	21	±7.3	18	±4.2	15	±5.3	28	±13.5	18	±20.5
Navy	18	±4.4	18	±7.5	15	±5.6	18	±6.9	23	±9.2	16	±23.4
Marine Corps	21	±6.4	21	±9.8	24	±9.3	14	±7.8	22	±11.9	9	±8.5
Air Force	16	±5.0	17	±7.8	13	±5.7	21	±9.0	9	±7.1	23	±9.1
Coast Guard	15	±7.2	14	±10.0	18	±6.8	20	±7.6	30	±14.1	0	±0.0
<b><i>Neither Satisfied nor Dissatisfied</i></b>												
Total Armed Forces	30	±2.8	31	±4.7	28	±3.7	32	±5.3	30	±7.0	20	±20.4
Army	27	±4.3	28	±7.5	26	±5.8	31	±7.5	29	±9.8	39	±36.3
Navy	30	±5.8	33	±9.9	28	±7.3	28	±9.3	29	±10.1	3	±3.7
Marine Corps	21	±5.8	18	±8.3	24	±9.6	33	±11.2	40	±12.9	17	±13.1
Air Force	37	±6.8	38	±10.3	35	±8.3	42	±16.6	31	±21.1	28	±10.3
Coast Guard	36	±10.0	39	±13.7	32	±8.5	31	±8.5	24	±10.4	9	±13.3
<b><i>Dissatisfied/Very Dissatisfied</i></b>												
Total Armed Forces	52	±3.1	50	±5.1	55	±4.0	52	±5.9	49	±9.4	63	±23.4
Army	53	±4.8	51	±8.7	56	±6.0	54	±8.0	43	±13.1	43	±29.6
Navy	52	±6.2	48	±10.2	57	±8.4	54	±12.2	48	±14.1	81	±25.3
Marine Corps	58	±7.7	61	±11.5	53	±11.1	53	±11.7	38	±12.8	75	±18.9
Air Force	47	±7.0	45	±10.6	52	±8.7	37	±14.2	60	±23.6	49	±10.7
Coast Guard	49	±10.3	47	±14.1	50	±9.0	49	±9.2	46	±14.8	91	±13.3

## APPENDIX F

### Tables for Question 59

## TABLES FOR QUESTION 59

Stem for Question 59:

*In your opinion, do the persons below make honest and reasonable efforts to stop racial/ethnic discrimination and harassment, regardless of what is said officially?*

**Table F.1**  
**Item 59a. Senior leadership of my Service**

Service	Racial/Ethnic Group											
	Total		White		Black		Hispanic		Asian/ Pacific Islander		Native Amer/AK Native	
	%	CI	%	CI	%	CI	%	CI	%	CI	%	CI
<b>No</b>												
Total Armed Forces	11	±0.6	8	±0.7	19	±1.1	15	±1.6	9	±1.0	10	±3.6
Army	14	±1.1	11	±1.5	21	±1.7	18	±3.0	13	±2.0	12	±7.0
Navy	11	±1.2	8	±1.6	19	±2.6	16	±3.3	8	±1.6	12	±8.6
Marine Corps	10	±1.3	7	±1.7	21	±3.3	10	±2.2	9	±2.0	6	±2.3
Air Force	7	±0.9	6	±1.1	14	±2.1	11	±3.0	6	±2.0	8	±7.3
Coast Guard	9	±1.5	7	±1.8	21	±3.1	13	±4.3	8	±2.4	15	±11.1
<b>Yes</b>												
Total Armed Forces	63	±0.9	68	±1.2	47	±1.4	56	±2.0	60	±2.0	62	±7.1
Army	59	±1.5	66	±2.3	47	±2.1	54	±3.3	54	±3.8	60	±11.0
Navy	62	±1.9	68	±2.6	42	±3.3	55	±4.2	64	±2.9	60	±17.2
Marine Corps	67	±2.1	73	±2.8	49	±3.8	59	±3.9	63	±4.9	70	±15.1
Air Force	66	±1.7	70	±2.1	50	±3.1	57	±4.6	59	±5.4	61	±17.5
Coast Guard	68	±2.6	71	±3.1	45	±3.7	58	±5.5	60	±7.2	69	±14.2
<b>Don't know</b>												
Total Armed Forces	26	±0.8	23	±1.1	34	±1.4	29	±1.7	31	±2.0	27	±6.9
Army	26	±1.4	23	±2.1	31	±2.0	28	±2.8	33	±3.5	28	±9.9
Navy	27	±1.8	24	±2.5	39	±3.3	29	±3.6	28	±2.6	27	±17.5
Marine Corps	23	±1.9	19	±2.6	31	±3.7	31	±3.8	28	±4.1	24	±15.1
Air Force	27	±1.6	25	±2.0	36	±2.9	32	±4.2	34	±5.6	31	±17.7
Coast Guard	23	±2.4	22	±2.8	34	±3.5	29	±4.9	32	±7.9	16	±10.8

Table F.2  
*Item 59b. Senior leadership of my installation/ship*

Service	Racial/Ethnic Group											
	Total		White		Black		Hispanic		Asian/ Pacific Islander		Native Amer/AK Native	
	%	CI	%	CI	%	CI	%	CI	%	CI	%	CI
<b>No</b>												
Total Armed Forces	11	±0.6	9	±0.8	20	±1.2	15	±1.6	11	±1.5	13	±4.7
Army	14	±1.0	10	±1.5	20	±1.7	18	±3.0	13	±2.0	9	±2.9
Navy	13	±1.4	10	±1.8	24	±2.9	18	±3.7	11	±2.5	22	±14.7
Marine Corps	9	±1.3	7	±1.7	19	±3.2	10	±2.2	9	±1.9	6	±2.2
Air Force	8	±0.9	6	±1.1	16	±2.2	10	±2.2	9	±3.9	15	±13.9
Coast Guard	8	±1.5	7	±1.7	19	±3.0	15	±3.6	15	±9.2	15	±11.1
<b>Yes</b>												
Total Armed Forces	63	±0.9	69	±1.2	46	±1.4	54	±2.0	58	±2.1	57	±7.3
Army	59	±1.5	66	±2.2	46	±2.1	51	±3.3	54	±3.8	60	±11.0
Navy	64	±1.9	70	±2.6	44	±3.3	55	±4.2	60	±3.3	51	±17.0
Marine Corps	63	±2.1	70	±2.9	45	±3.8	54	±4.0	56	±5.4	63	±16.0
Air Force	65	±1.7	69	±2.2	48	±3.1	58	±4.6	58	±5.4	52	±17.4
Coast Guard	72	±2.5	75	±2.9	46	±3.7	60	±5.3	63	±7.5	71	±14.1
<b>Don't know</b>												
Total Armed Forces	26	±0.8	23	±1.1	34	±1.4	31	±1.8	31	±2.0	30	±7.1
Army	27	±1.4	23	±2.1	34	±2.1	31	±3.0	33	±3.5	31	±10.8
Navy	23	±1.7	19	±2.3	32	±3.1	27	±3.5	29	±3.0	27	±17.5
Marine Corps	27	±2.0	23	±2.7	37	±3.8	36	±3.9	35	±4.7	31	±16.0
Air Force	27	±1.6	25	±2.0	36	±3.0	32	±4.4	33	±5.3	32	±17.7
Coast Guard	20	±2.2	18	±2.6	34	±3.6	25	±4.6	23	±4.1	14	±10.7

Table F.3  
*Item 59c. My immediate supervisor*

Service	Racial/Ethnic Group											
	Total		White		Black		Hispanic		Asian/ Pacific Islander		Native Amer/AK Native	
	%	CI	%	CI	%	CI	%	CI	%	CI	%	CI
<b>No</b>												
Total Armed Forces	12	±0.6	10	±0.8	18	±1.2	15	±1.5	13	±1.7	23	±7.0
Army	14	±1.1	11	±1.5	19	±1.7	18	±3.0	15	±2.2	36	±13.0
Navy	13	±1.4	11	±1.9	21	±2.8	16	±3.2	15	±3.1	16	±13.3
Marine Corps	12	±1.5	10	±2.0	20	±3.2	11	±2.4	11	±2.3	23	±16.2
Air Force	8	±1.0	7	±1.3	13	±2.0	10	±2.5	9	±3.8	11	±9.0
Coast Guard	8	±1.5	7	±1.7	19	±2.9	18	±4.5	9	±2.5	17	±12.7
<b>Yes</b>												
Total Armed Forces	69	±0.8	74	±1.2	58	±1.5	63	±2.0	60	±2.2	60	±7.5
Army	68	±1.4	74	±2.1	59	±2.1	61	±3.3	59	±3.8	53	±11.8
Navy	68	±1.9	74	±2.5	52	±3.4	61	±4.2	58	±3.3	63	±18.2
Marine Corps	70	±2.1	75	±2.8	56	±3.9	64	±3.9	61	±5.0	59	±16.9
Air Force	72	±1.6	74	±2.0	65	±2.9	66	±4.4	64	±5.6	68	±16.3
Coast Guard	72	±2.5	74	±3.0	54	±3.8	59	±5.5	63	±7.4	69	±14.8
<b>Don't know</b>												
Total Armed Forces	19	±0.7	16	±1.0	24	±1.3	22	±1.7	27	±2.0	17	±5.9
Army	17	±1.2	14	±1.7	22	±1.8	21	±2.5	26	±3.4	11	±4.3
Navy	19	±1.5	16	±2.1	27	±3.0	23	±3.8	28	±3.0	21	±17.7
Marine Corps	18	±1.8	16	±2.4	25	±3.4	24	±3.6	28	±4.1	18	±11.9
Air Force	20	±1.5	19	±1.8	22	±2.6	24	±4.0	27	±5.4	21	±15.4
Coast Guard	20	±2.3	19	±2.7	27	±3.4	23	±4.5	28	±8.1	14	±10.7



## APPENDIX G

Tables for Question 58b, c, d, e, and f

# TABLES FOR QUESTION 58B, C, D, E, AND F

Stem from all items in Question 58:

*In your opinion, have any of these actions been taken on your installation/ship to reduce racial/ethnic discrimination and harassment?*

**Table G.1**  
**Item 58b. Providing thorough investigation of complaints**

Service	Racial/Ethnic Group											
	Total		White		Black		Hispanic		Asian/ Pacific Islander		Native Amer/AK Native	
	%	CI	%	CI	%	CI	%	CI	%	CI	%	CI
<b>No</b>												
Total Armed Forces	10	±0.6	8	±0.7	17	±1.1	12	±1.3	11	±1.7	16	±6.5
Army	12	±1.0	9	±1.5	16	±1.6	13	±2.2	11	±1.8	21	±11.5
Navy	13	±1.4	10	±1.8	22	±2.8	15	±2.9	13	±3.1	22	±18.3
Marine Corps	11	±1.4	8	±1.9	19	±3.2	14	±2.7	13	±2.9	13	±11.4
Air Force	6	±0.8	5	±1.0	11	±1.9	6	±1.8	6	±3.6	4	±1.8
Coast Guard	9	±1.5	8	±1.8	20	±3.0	11	±2.0	9	±2.5	9	±8.8
<b>Yes</b>												
Total Armed Forces	46	±0.9	50	±1.3	38	±1.4	39	±1.9	45	±2.1	39	±6.6
Army	46	±1.5	51	±2.3	40	±2.1	39	±3.2	43	±4.1	38	±10.1
Navy	46	±2.0	51	±2.7	33	±3.1	39	±4.1	47	±3.1	33	±13.4
Marine Corps	41	±2.2	45	±3.0	29	±3.3	30	±3.6	38	±6.8	35	±15.7
Air Force	49	±1.8	51	±2.3	41	±3.0	46	±4.8	43	±5.1	48	±17.2
Coast Guard	46	±2.8	48	±3.4	34	±3.6	40	±5.6	50	±6.4	43	±15.5
<b>Don't know</b>												
Total Armed Forces	43	±0.9	42	±1.3	46	±1.5	49	±2.0	44	±2.1	46	±7.2
Army	42	±1.5	40	±2.3	44	±2.1	48	±3.3	46	±3.9	41	±11.6
Navy	41	±2.0	39	±2.7	45	±3.4	46	±4.2	40	±3.1	46	±16.8
Marine Corps	49	±2.3	46	±3.1	52	±3.9	56	±3.9	49	±5.9	52	±16.7
Air Force	45	±1.8	45	±2.3	47	±3.1	48	±4.7	51	±5.2	48	±17.3
Coast Guard	45	±2.9	45	±3.4	46	±3.8	49	±5.6	41	±5.7	47	±15.7

**Table G.2**  
*Item 58c. Sticking to established timelines for investigation of complaints*

Service	Racial/Ethnic Group											
	Total		White		Black		Hispanic		Asian/ Pacific Islander		Native Amer/AK Native	
	%	CI	%	CI	%	CI	%	CI	%	CI	%	CI
<b>No</b>												
Total Armed Forces	9	±0.5	7	±0.7	14	±1.1	11	±1.2	9	±1.5	11	±4.5
Army	11	±1.0	8	±1.4	15	±1.6	12	±2.3	10	±1.7	15	±9.5
Navy	10	±1.2	8	±1.5	19	±2.7	13	±2.8	11	±3.1	12	±8.5
Marine Corps	9	±1.4	8	±1.8	15	±2.9	11	±2.6	11	±2.7	13	±11.4
Air Force	4	±0.7	4	±0.9	7	±1.5	5	±1.5	4	±1.1	3	±1.2
Coast Guard	9	±1.6	9	±1.9	15	±2.6	8	±1.6	14	±9.3	8	±8.7
<b>Yes</b>												
Total Armed Forces	31	±0.8	33	±1.2	25	±1.2	26	±1.6	32	±2.0	26	±5.4
Army	31	±1.4	33	±2.1	27	±1.8	26	±2.7	32	±4.3	29	±9.0
Navy	34	±1.9	37	±2.6	25	±2.9	26	±3.3	37	±2.9	23	±11.0
Marine Corps	27	±1.9	31	±2.7	21	±2.9	19	±2.7	24	±3.8	28	±15.7
Air Force	29	±1.7	30	±2.1	24	±2.7	29	±4.2	26	±4.7	22	±10.7
Coast Guard	34	±2.7	35	±3.3	25	±3.3	33	±5.8	31	±4.6	30	±13.7
<b>Don't know</b>												
Total Armed Forces	61	±0.9	60	±1.2	61	±1.4	64	±1.8	58	±2.1	63	±6.6
Army	59	±1.5	59	±2.3	58	±2.1	61	±3.1	59	±4.1	56	±11.3
Navy	56	±2.0	55	±2.7	57	±3.4	61	±3.9	51	±3.2	65	±14.0
Marine Corps	63	±2.2	62	±3.0	64	±3.7	70	±3.5	65	±4.8	60	±16.8
Air Force	67	±1.7	66	±2.2	69	±2.8	67	±4.3	70	±4.7	76	±11.2
Coast Guard	57	±2.9	56	±3.4	60	±3.7	59	±5.7	55	±6.8	62	±14.9

Table G.3  
*Item 58d. Enforcing penalties against offenders*

Service	Racial/Ethnic Group											
	Total		White		Black		Hispanic		Asian/ Pacific Islander		Native Amer/AK Native	
	%	CI	%	CI	%	CI	%	CI	%	CI	%	CI
<b>No</b>												
Total Armed Forces	10	±0.6	8	±0.7	16	±1.1	12	±1.2	9	±1.5	12	±4.5
Army	13	±1.1	11	±1.5	17	±1.6	14	±2.5	11	±1.8	20	±10.1
Navy	11	±1.3	10	±1.7	19	±2.7	12	±2.2	9	±2.5	10	±6.7
Marine Corps	10	±1.4	8	±1.8	16	±3.1	12	±2.8	10	±2.3	13	±11.5
Air Force	6	±0.8	5	±1.0	11	±1.9	6	±1.7	7	±3.6	3	±1.3
Coast Guard	9	±1.6	8	±1.9	19	±3.0	10	±1.9	14	±9.3	6	±2.7
<b>Yes</b>												
Total Armed Forces	44	±0.9	46	±1.3	36	±1.4	41	±2.0	46	±2.1	41	±7.0
Army	39	±1.5	41	±2.3	36	±2.1	38	±3.2	41	±4.2	40	±10.8
Navy	48	±2.0	51	±2.8	36	±3.2	45	±4.3	52	±3.2	34	±13.4
Marine Corps	46	±2.3	50	±3.1	32	±3.6	39	±3.8	46	±6.3	42	±16.8
Air Force	45	±1.8	46	±2.3	37	±3.0	42	±4.7	42	±5.0	51	±17.2
Coast Guard	43	±2.9	44	±3.4	31	±3.5	40	±5.8	39	±5.4	51	±15.7
<b>Don't know</b>												
Total Armed Forces	46	±0.9	45	±1.3	48	±1.5	48	±2.0	44	±2.1	46	±7.3
Army	48	±1.6	48	±2.4	47	±2.1	48	±3.3	48	±3.9	40	±11.4
Navy	41	±2.0	40	±2.7	45	±3.4	43	±4.1	39	±3.1	57	±15.5
Marine Corps	45	±2.3	42	±3.1	51	±4.0	49	±4.0	44	±5.5	46	±16.6
Air Force	50	±1.8	49	±2.3	52	±3.1	52	±4.7	51	±5.2	46	±16.9
Coast Guard	48	±2.9	48	±3.5	50	±3.8	50	±5.6	47	±6.2	43	±15.3

Table G.4  
*Item 58e. Enforcing penalties against unit commanders  
or other superiors who allow it to continue*

Service	Racial/Ethnic Group											
	Total		White		Black		Hispanic		Asian/ Pacific Islander		Native Amer/AK Native	
	%	CI	%	CI	%	CI	%	CI	%	CI	%	CI
<b>No</b>												
Total Armed Forces	11	±0.6	9	±0.8	19	±1.2	13	±1.4	11	±1.7	15	±5.0
Army	14	±1.1	12	±1.6	20	±1.7	16	±2.6	12	±1.9	18	±9.0
Navy	12	±1.3	10	±1.7	21	±2.8	14	±3.2	11	±3.1	14	±9.4
Marine Corps	11	±1.5	9	±1.9	18	±3.2	13	±2.7	11	±2.3	13	±11.4
Air Force	7	±0.9	6	±1.1	14	±2.1	8	±2.4	8	±3.6	11	±12.6
Coast Guard	11	±1.7	10	±2.1	19	±2.9	11	±2.0	16	±9.1	11	±10.7
<b>Yes</b>												
Total Armed Forces	30	±0.8	32	±1.2	24	±1.3	26	±1.7	33	±1.9	30	±6.2
Army	28	±1.4	30	±2.1	25	±1.9	25	±2.7	30	±3.6	33	±10.3
Navy	31	±1.8	33	±2.6	22	±2.8	27	±3.6	37	±2.9	25	±11.8
Marine Corps	28	±2.0	30	±2.7	20	±3.0	24	±3.4	26	±4.1	27	±15.7
Air Force	32	±1.7	33	±2.2	24	±2.7	30	±4.2	31	±4.9	31	±15.8
Coast Guard	27	±2.6	28	±3.1	19	±3.0	28	±5.8	30	±4.7	31	±14.8
<b>Don't know</b>												
Total Armed Forces	59	±0.9	59	±1.3	58	±1.5	60	±1.9	56	±2.1	56	±7.1
Army	57	±1.6	58	±2.3	55	±2.1	59	±3.3	58	±3.8	49	±11.6
Navy	57	±2.0	58	±2.7	57	±3.4	59	±4.1	52	±3.2	61	±15.0
Marine Corps	61	±2.2	61	±3.0	62	±3.8	63	±3.9	63	±5.0	60	±16.8
Air Force	61	±1.8	61	±2.2	62	±3.0	62	±4.5	61	±5.3	58	±17.2
Coast Guard	62	±2.8	62	±3.3	62	±3.7	61	±5.6	54	±6.7	57	±15.8

Table G.5  
*Item 58f. Ensuring that information moves up the chain  
of command on such problems and incidents*

Service	Racial/Ethnic Group											
	Total		White		Black		Hispanic		Asian/ Pacific Islander		Native Amer/AK Native	
	%	CI	%	CI	%	CI	%	CI	%	CI	%	CI
<b>No</b>												
Total Armed Forces	11	±0.6	9	±0.8	17	±1.1	13	±1.3	10	±1.7	14	±5.2
Army	13	±1.0	10	±1.5	19	±1.7	15	±2.4	12	±2.3	24	±11.4
Navy	13	±1.4	11	±1.9	20	±2.8	14	±2.7	11	±3.0	11	±8.4
Marine Corps	10	±1.4	9	±1.9	16	±3.0	12	±2.7	10	±2.1	12	±11.4
Air Force	6	±0.9	5	±1.1	11	±2.0	7	±2.6	7	±3.6	4	±1.6
Coast Guard	9	±1.6	8	±1.9	16	±2.7	9	±1.7	9	±2.4	9	±8.8
<b>Yes</b>												
Total Armed Forces	45	±0.9	48	±1.3	38	±1.4	42	±1.9	49	±2.1	41	±6.7
Army	44	±1.5	47	±2.3	38	±2.1	41	±3.2	46	±4.0	40	±10.5
Navy	48	±2.0	51	±2.7	37	±3.3	43	±4.2	54	±3.3	41	±15.3
Marine Corps	46	±2.2	50	±3.1	36	±3.7	38	±3.7	49	±6.0	43	±16.7
Air Force	43	±1.8	45	±2.3	37	±3.0	42	±4.7	44	±5.1	38	±16.1
Coast Guard	48	±2.9	49	±3.4	34	±3.6	47	±5.7	49	±6.5	49	±15.8
<b>Don't know</b>												
Total Armed Forces	44	±0.9	44	±1.3	45	±1.5	46	±2.0	41	±2.1	45	±7.4
Army	43	±1.6	43	±2.3	43	±2.1	44	±3.3	42	±3.8	37	±11.6
Navy	39	±2.0	38	±2.7	42	±3.3	43	±4.2	36	±3.1	48	±17.3
Marine Corps	43	±2.3	41	±3.1	48	±4.0	50	±4.0	41	±5.2	45	±16.5
Air Force	50	±1.8	50	±2.3	51	±3.1	50	±4.7	50	±5.2	59	±16.3
Coast Guard	44	±2.8	43	±3.4	50	±3.8	44	±5.5	42	±5.8	42	±15.4

## APPENDIX H

### Tables for Question 73

## TABLES FOR QUESTION 73

Stem for all items in Question 73:

*Would you say that opportunities/conditions for people of your racial/ethnic group are better in the military, better in civilian employment or that there isn't any difference?*

**Table H.1**  
**Item 73a. Promotion opportunities**

Service	Racial/Ethnic Group											
	Total		White		Black		Hispanic		Asian/ Pacific Islander		Native Amer/AK Native	
	%	CI	%	CI	%	CI	%	CI	%	CI	%	CI
<b>Better as a civilian</b>												
Total Armed Forces	20	±0.8	22	±1.1	15	±1.1	17	±1.6	14	±1.7	22	±6.7
Army	21	±1.4	26	±2.1	13	±1.5	16	±2.6	14	±2.0	24	±12.0
Navy	21	±1.7	22	±2.3	20	±2.7	21	±3.7	12	±2.4	35	±17.0
Marine Corps	19	±1.8	19	±2.5	18	±3.1	17	±3.1	20	±3.4	19	±13.6
Air Force	17	±1.4	18	±1.8	13	±2.1	14	±3.4	15	±5.4	7	±2.9
Coast Guard	20	±2.4	21	±2.8	18	±2.9	18	±4.8	17	±9.1	16	±12.8
<b>No difference</b>												
Total Armed Forces	52	±0.9	56	±1.3	41	±1.5	46	±2.0	58	±2.1	52	±7.2
Army	49	±1.6	52	±2.4	42	±2.1	48	±3.3	59	±3.7	46	±11.4
Navy	53	±2.0	55	±2.8	46	±3.4	49	±4.2	62	±3.2	41	±16.8
Marine Corps	54	±2.3	58	±3.1	42	±3.9	45	±3.8	58	±5.2	58	±16.1
Air Force	54	±1.8	59	±2.3	33	±2.9	38	±4.6	49	±5.0	68	±12.5
Coast Guard	54	±2.9	55	±3.4	34	±3.6	49	±5.6	53	±6.7	60	±15.3
<b>Better in the military</b>												
Total Armed Forces	28	±0.8	23	±1.1	43	±1.4	37	±1.8	28	±1.8	26	±5.2
Army	30	±1.3	22	±1.9	45	±2.1	36	±3.0	27	±3.2	31	±9.2
Navy	26	±1.7	24	±2.3	34	±3.1	30	±3.6	26	±2.8	24	±11.2
Marine Corps	27	±1.9	23	±2.6	39	±3.7	38	±3.8	22	±3.4	22	±12.1
Air Force	29	±1.6	23	±1.9	54	±3.0	48	±4.7	36	±4.7	25	±10.9
Coast Guard	26	±2.4	24	±2.9	48	±3.7	33	±4.6	30	±4.7	25	±12.2



Table H.2  
*Item 73b. Pay and benefits*

Service	Racial/Ethnic Group											
	Total		White		Black		Hispanic		Asian/ Pacific Islander		Native Amer/AK Native	
	%	CI	%	CI	%	CI	%	CI	%	CI	%	CI
<b>Better as a civilian</b>												
Total Armed Forces	37	±0.9	38	±1.3	36	±1.4	31	±1.8	30	±2.2	31	±6.8
Army	37	±1.5	39	±2.3	34	±2.0	30	±2.9	33	±4.1	39	±12.0
Navy	38	±2.0	40	±2.7	37	±3.2	32	±4.0	28	±3.4	31	±14.7
Marine Corps	36	±2.2	38	±3.0	36	±3.8	30	±3.3	33	±4.5	30	±14.7
Air Force	35	±1.7	36	±2.2	38	±3.0	30	±4.2	30	±5.4	20	±14.1
Coast Guard	35	±2.7	36	±3.3	32	±3.5	31	±5.1	25	±4.2	27	±13.6
<b>No difference</b>												
Total Armed Forces	42	±0.9	46	±1.3	29	±1.4	38	±2.0	47	±2.1	41	±7.3
Army	39	±1.5	43	±2.3	28	±2.0	40	±3.5	47	±3.9	32	±10.0
Navy	43	±2.0	46	±2.8	31	±3.2	40	±4.1	49	±3.2	41	±17.8
Marine Corps	43	±2.3	47	±3.1	31	±3.7	37	±3.9	50	±5.9	43	±16.6
Air Force	44	±1.8	48	±2.3	27	±2.8	35	±4.7	42	±4.6	57	±16.4
Coast Guard	48	±2.9	51	±3.4	26	±3.3	42	±5.5	52	±6.3	46	±15.6
<b>Better in the military</b>												
Total Armed Forces	21	±0.7	16	±0.9	35	±1.4	31	±1.7	23	±1.7	27	±5.7
Army	25	±1.2	18	±1.8	38	±2.0	30	±2.6	20	±2.4	29	±9.7
Navy	19	±1.4	14	±1.9	32	±3.0	28	±3.6	23	±2.4	28	±12.9
Marine Corps	21	±1.7	15	±2.2	32	±3.6	34	±3.7	17	±2.9	28	±15.0
Air Force	20	±1.4	16	±1.7	35	±2.9	35	±4.4	28	±4.8	23	±10.5
Coast Guard	16	±2.0	13	±2.3	42	±3.7	27	±4.5	23	±4.1	27	±15.2

Table H.3  
Item 73c. Fair performance evaluations

Service	Racial/Ethnic Group											
	Total		White		Black		Hispanic		Asian/ Pacific Islander		Native Amer/AK Native	
	%	CI	%	CI	%	CI	%	CI	%	CI	%	CI
<b>Better as a civilian</b>												
Total Armed Forces	14	±0.7	13	±0.9	16	±1.1	15	±1.5	13	±1.7	18	±6.5
Army	14	±1.1	14	±1.7	14	±1.6	15	±2.2	11	±1.8	19	±11.8
Navy	18	±1.6	16	±2.1	23	±2.8	20	±3.7	16	±2.8	33	±17.3
Marine Corps	15	±1.7	15	±2.3	20	±3.3	13	±2.6	15	±3.0	10	±8.7
Air Force	10	±1.1	10	±1.5	11	±1.9	10	±2.6	10	±4.4	6	±3.2
Coast Guard	11	±1.8	11	±2.2	15	±2.7	13	±3.5	17	±9.0	4	±2.1
<b>No difference</b>												
Total Armed Forces	62	±0.9	65	±1.2	53	±1.5	56	±1.9	64	±2.0	58	±7.1
Army	61	±1.5	64	±2.3	53	±2.1	57	±3.1	69	±3.1	56	±11.6
Navy	62	±1.9	65	±2.7	57	±3.3	59	±4.1	64	±3.1	47	±16.8
Marine Corps	60	±2.2	63	±3.0	49	±3.9	56	±3.8	63	±4.8	62	±16.0
Air Force	63	±1.7	67	±2.2	50	±3.1	49	±4.7	57	±5.1	71	±11.8
Coast Guard	64	±2.7	66	±3.3	53	±3.8	58	±5.5	57	±7.0	66	±15.4
<b>Better in the military</b>												
Total Armed Forces	24	±0.7	21	±1.0	31	±1.3	29	±1.7	23	±1.6	24	±5.1
Army	25	±1.3	22	±1.9	33	±1.9	28	±2.6	20	±2.4	25	±8.4
Navy	20	±1.5	20	±2.1	20	±2.6	22	±3.0	20	±2.2	20	±9.8
Marine Corps	25	±1.8	22	±2.5	31	±3.6	30	±3.4	21	±3.4	28	±15.0
Air Force	27	±1.5	23	±1.9	39	±3.0	41	±4.7	33	±4.6	23	±10.5
Coast Guard	24	±2.5	23	±2.9	32	±3.5	29	±5.0	26	±4.3	30	±15.6

Table H.4  
*Item 73d. Education and training opportunities*

Service	Racial/Ethnic Group											
	Total		White		Black		Hispanic		Asian/ Pacific Islander		Native Amer/AK Native	
	%	CI	%	CI	%	CI	%	CI	%	CI	%	CI
<b><i>Better as a civilian</i></b>												
Total Armed Forces	16	±0.7	15	±0.9	17	±1.1	18	±1.6	16	±1.8	20	±5.7
Army	19	±1.3	18	±1.9	21	±1.8	20	±2.8	21	±3.8	20	±9.0
Navy	16	±1.5	16	±2.1	15	±2.4	20	±3.7	15	±3.0	26	±14.4
Marine Corps	19	±1.8	19	±2.5	20	±3.2	22	±3.4	24	±3.7	19	±11.2
Air Force	9	±1.1	8	±1.3	10	±1.8	10	±2.8	9	±2.6	15	±13.4
Coast Guard	16	±2.1	16	±2.5	18	±2.9	16	±2.4	15	±3.4	19	±11.6
<b><i>No difference</i></b>												
Total Armed Forces	42	±0.9	48	±1.3	25	±1.3	34	±1.9	44	±2.1	42	±7.3
Army	39	±1.5	45	±2.3	25	±1.9	35	±3.3	47	±3.9	35	±11.0
Navy	43	±2.0	48	±2.8	27	±3.0	37	±4.1	43	±3.1	37	±18.1
Marine Corps	42	±2.2	46	±3.1	26	±3.5	32	±3.8	45	±6.2	56	±15.4
Air Force	44	±1.8	50	±2.3	24	±2.7	28	±4.0	41	±4.9	47	±17.3
Coast Guard	48	±2.9	51	±3.5	29	±3.4	39	±5.5	46	±6.7	46	±15.7
<b><i>Better in the military</i></b>												
Total Armed Forces	43	±0.9	38	±1.2	57	±1.4	48	±1.9	40	±2.1	38	±6.7
Army	42	±1.5	37	±2.2	54	±2.1	45	±3.1	32	±3.5	44	±11.5
Navy	41	±1.9	37	±2.7	57	±3.3	44	±4.0	42	±3.1	36	±14.5
Marine Corps	39	±2.2	35	±2.9	54	±3.9	46	±3.8	31	±4.3	24	±10.2
Air Force	47	±1.8	42	±2.3	67	±2.9	62	±4.5	50	±5.1	38	±16.3
Coast Guard	36	±2.7	34	±3.2	53	±3.8	46	±5.6	39	±5.5	35	±15.4

Table H.5  
Item 73e. Quality of life

Service	Racial/Ethnic Group											
	Total		White		Black		Hispanic		Asian/ Pacific Islander		Native Amer/AK Native	
	%	CI	%	CI	%	CI	%	CI	%	CI	%	CI
<b>Better as a civilian</b>												
Total Armed Forces	35	±0.9	37	±1.2	33	±1.4	33	±1.9	31	±2.0	38	±7.5
Army	38	±1.5	40	±2.3	33	±2.1	33	±3.2	34	±3.9	40	±12.1
Navy	43	±2.0	45	±2.8	41	±3.3	40	±4.1	34	±3.1	51	±16.8
Marine Corps	39	±2.2	40	±3.1	38	±3.8	36	±3.6	37	±4.8	44	±16.9
Air Force	24	±1.6	25	±2.0	22	±2.6	18	±3.2	19	±4.6	18	±14.3
Coast Guard	31	±2.7	32	±3.2	34	±3.6	28	±5.0	30	±8.0	15	±9.2
<b>No difference</b>												
Total Armed Forces	41	±0.9	45	±1.3	31	±1.4	36	±1.9	45	±2.1	33	±6.3
Army	38	±1.5	41	±2.3	32	±2.0	36	±3.1	46	±3.9	32	±10.0
Navy	39	±2.0	41	±2.7	33	±3.3	35	±3.9	43	±3.2	28	±13.5
Marine Corps	40	±2.2	43	±3.1	28	±3.6	36	±3.9	45	±6.3	34	±15.6
Air Force	47	±1.8	51	±2.3	30	±2.8	36	±4.5	46	±5.0	35	±15.1
Coast Guard	50	±2.9	52	±3.4	30	±3.5	44	±5.6	48	±6.2	56	±15.6
<b>Better in the military</b>												
Total Armed Forces	23	±0.7	19	±1.0	36	±1.3	32	±1.8	24	±1.8	29	±6.2
Army	24	±1.2	18	±1.8	36	±2.0	31	±2.7	20	±2.8	28	±9.3
Navy	18	±1.4	14	±1.9	27	±2.9	25	±3.6	22	±2.7	21	±10.4
Marine Corps	21	±1.7	17	±2.3	34	±3.6	29	±3.5	18	±3.2	22	±12.1
Air Force	29	±1.6	24	±1.9	48	±3.0	46	±4.7	35	±4.8	47	±17.4
Coast Guard	19	±2.1	16	±2.5	36	±3.6	28	±4.7	23	±4.0	29	±15.0

Table H.6  
*Item 73f. Fair administration of criminal justice*

Service	Racial/Ethnic Group											
	Total		White		Black		Hispanic		Asian/ Pacific Islander		Native Amer/AK Native	
	%	CI	%	CI	%	CI	%	CI	%	CI	%	CI
<b><i>Better as a civilian</i></b>												
Total Armed Forces	16	±0.7	16	±1.0	18	±1.2	16	±1.5	12	±1.7	19	±6.0
Army	16	±1.2	16	±1.9	17	±1.7	17	±2.4	11	±1.9	22	±10.8
Navy	19	±1.6	19	±2.3	20	±2.7	18	±3.4	13	±3.0	21	±14.5
Marine Corps	17	±1.8	16	±2.4	21	±3.3	17	±2.8	12	±2.4	24	±16.1
Air Force	13	±1.3	13	±1.6	15	±2.2	12	±3.0	9	±3.7	9	±6.0
Coast Guard	13	±1.9	13	±2.3	15	±2.8	14	±3.6	8	±2.3	6	±2.8
<b><i>No difference</i></b>												
Total Armed Forces	56	±0.9	58	±1.3	50	±1.5	51	±2.0	61	±2.1	54	±7.1
Army	54	±1.6	57	±2.4	50	±2.1	49	±3.3	65	±3.3	49	±11.5
Navy	57	±2.0	57	±2.7	55	±3.3	58	±4.1	61	±3.2	53	±16.6
Marine Corps	54	±2.3	56	±3.1	48	±3.9	53	±3.9	61	±5.0	39	±15.1
Air Force	57	±1.8	61	±2.2	45	±3.1	45	±4.7	54	±5.2	70	±11.9
Coast Guard	59	±2.8	60	±3.4	52	±3.8	53	±5.6	64	±5.2	73	±12.4
<b><i>Better in the military</i></b>												
Total Armed Forces	28	±0.8	26	±1.1	32	±1.3	32	±1.8	28	±1.8	27	±5.8
Army	29	±1.4	27	±2.0	33	±2.0	34	±3.0	24	±2.7	29	±10.1
Navy	24	±1.6	24	±2.3	25	±2.8	24	±3.2	26	±2.5	26	±11.6
Marine Corps	29	±1.9	28	±2.7	31	±3.5	31	±3.4	27	±3.9	36	±16.6
Air Force	30	±1.6	26	±2.0	40	±3.0	42	±4.8	37	±5.1	21	±9.3
Coast Guard	27	±2.6	26	±3.0	33	±3.5	33	±5.4	28	±4.5	21	±12.0

Table H.7  
*Item 73g. Chance to show pride in yourself*

Service	Racial/Ethnic Group											
	Total		White		Black		Hispanic		Asian/ Pacific Islander		Native Amer/AK Native	
	%	CI	%	CI	%	CI	%	CI	%	CI	%	CI
<b>Better as a civilian</b>												
Total Armed Forces	12	±0.6	10	±0.8	15	±1.1	16	±1.6	11	±1.1	20	±6.7
Army	13	±1.1	11	±1.6	15	±1.6	16	±2.7	13	±2.3	19	±10.6
Navy	15	±1.5	14	±2.0	19	±2.6	21	±4.0	11	±1.8	40	±18.3
Marine Corps	11	±1.5	10	±2.0	15	±3.0	13	±2.4	14	±2.6	12	±8.8
Air Force	7	±1.0	7	±1.2	9	±1.7	10	±2.9	7	±2.0	8	±3.1
Coast Guard	8	±1.5	7	±1.7	15	±2.7	12	±2.1	9	±2.5	6	±2.9
<b>No difference</b>												
Total Armed Forces	51	±0.9	55	±1.3	45	±1.5	42	±1.9	49	±2.1	44	±7.1
Army	49	±1.6	53	±2.4	44	±2.1	41	±3.2	46	±3.9	38	±10.3
Navy	52	±2.0	55	±2.8	46	±3.4	43	±4.1	49	±3.2	32	±14.2
Marine Corps	45	±2.3	47	±3.1	38	±3.8	42	±4.0	45	±6.3	41	±16.7
Air Force	56	±1.8	59	±2.3	48	±3.1	41	±4.6	53	±5.0	68	±12.4
Coast Guard	60	±2.8	62	±3.3	49	±3.8	51	±5.5	47	±6.2	48	±15.6
<b>Better in the military</b>												
Total Armed Forces	37	±0.9	35	±1.2	41	±1.4	43	±1.9	41	±2.1	36	±6.6
Army	39	±1.5	36	±2.2	42	±2.0	43	±3.2	41	±4.0	43	±11.6
Navy	33	±1.8	32	±2.5	35	±3.1	36	±3.8	40	±3.2	28	±12.2
Marine Corps	43	±2.2	43	±3.0	46	±3.8	46	±3.8	41	±5.2	46	±16.7
Air Force	37	±1.7	35	±2.2	44	±3.0	49	±4.7	40	±4.8	24	±10.7
Coast Guard	32	±2.6	30	±3.2	36	±3.6	37	±5.0	44	±6.9	46	±16.0

Table H.8  
*Item 73h. Chance to show pride in your racial/ethnic group*

Service	Racial/Ethnic Group											
	Total		White		Black		Hispanic		Asian/ Pacific Islander		Native Amer/AK Native	
	%	CI	%	CI	%	CI	%	CI	%	CI	%	CI
<b>Better as a civilian</b>												
Total Armed Forces	21	±0.7	17	±1.0	30	±1.4	26	±1.8	19	±1.7	34	±7.0
Army	22	±1.4	20	±2.0	26	±1.9	24	±3.1	21	±2.8	36	±11.6
Navy	22	±1.6	18	±2.2	34	±3.2	28	±3.8	18	±3.1	45	±16.7
Marine Corps	24	±1.9	21	±2.6	37	±3.8	29	±3.3	27	±3.9	26	±13.6
Air Force	17	±1.3	14	±1.6	29	±2.8	24	±4.0	14	±2.9	30	±16.5
Coast Guard	17	±2.1	15	±2.5	33	±3.5	22	±3.7	26	±8.4	21	±13.0
<b>No difference</b>												
Total Armed Forces	64	±0.9	69	±1.2	51	±1.5	53	±2.0	60	±2.0	50	±7.2
Army	60	±1.5	66	±2.3	52	±2.1	54	±3.3	59	±3.7	43	±11.2
Navy	65	±1.8	71	±2.5	52	±3.4	54	±4.1	61	±3.2	45	±17.0
Marine Corps	64	±2.1	70	±2.8	45	±3.9	53	±3.8	55	±5.5	61	±15.0
Air Force	66	±1.7	71	±2.1	51	±3.1	49	±4.7	60	±4.8	53	±17.2
Coast Guard	69	±2.6	72	±3.1	46	±3.7	57	±5.2	56	±6.9	62	±15.4
<b>Better in the military</b>												
Total Armed Forces	16	±0.6	13	±0.8	19	±1.1	22	±1.5	22	±1.6	16	±4.2
Army	18	±1.1	15	±1.6	22	±1.6	23	±2.3	20	±2.6	21	±8.9
Navy	13	±1.2	12	±1.7	15	±2.2	18	±2.8	21	±2.3	10	±6.1
Marine Corps	12	±1.2	9	±1.5	17	±2.8	19	±2.7	18	±3.2	13	±6.0
Air Force	17	±1.3	15	±1.7	20	±2.3	27	±4.4	26	±4.2	16	±9.6
Coast Guard	14	±1.9	13	±2.3	21	±3.1	21	±4.0	18	±3.4	17	±11.8

Table H.9  
Item 73i. Freedom from harassment

Service	Racial/Ethnic Group											
	Total		White		Black		Hispanic		Asian/ Pacific Islander		Native Amer/AK Native	
	%	CI	%	CI	%	CI	%	CI	%	CI	%	CI
<b>Better as a civilian</b>												
Total Armed Forces	7	±0.5	7	±0.7	7	±0.8	8	±1.1	7	±1.2	14	±6.7
Army	10	±1.0	10	±1.5	7	±1.3	9	±1.7	9	±1.6	21	±12.5
Navy	8	±1.2	8	±1.6	8	±1.9	11	±2.9	7	±2.2	17	±18.4
Marine Corps	9	±1.4	9	±2.0	9	±2.3	9	±2.1	9	±2.1	10	±8.7
Air Force	3	±0.6	3	±0.8	3	±1.1	3	±1.1	4	±2.2	2	±1.0
Coast Guard	5	±1.2	4	±1.4	6	±1.8	8	±3.4	13	±9.4	2	±1.3
<b>No difference</b>												
Total Armed Forces	57	±0.9	57	±1.3	60	±1.4	56	±1.9	57	±2.1	56	±7.2
Army	59	±1.5	58	±2.3	62	±2.1	57	±3.2	58	±3.8	53	±11.6
Navy	59	±2.0	57	±2.7	65	±3.2	62	±3.9	62	±3.1	56	±17.2
Marine Corps	57	±2.2	57	±3.0	60	±3.8	60	±3.7	62	±4.9	49	±16.6
Air Force	54	±1.8	55	±2.3	51	±3.0	44	±4.6	46	±5.0	66	±13.3
Coast Guard	59	±2.8	59	±3.4	59	±3.7	56	±5.5	54	±6.7	64	±15.3
<b>Better in the military</b>												
Total Armed Forces	35	±0.9	36	±1.2	33	±1.3	35	±1.8	36	±2.0	30	±5.8
Army	32	±1.4	31	±2.1	31	±1.9	34	±3.0	33	±3.7	26	±8.2
Navy	33	±1.8	35	±2.6	26	±2.9	28	±3.3	31	±2.7	27	±12.3
Marine Corps	33	±2.1	34	±2.8	32	±3.5	32	±3.5	29	±4.1	41	±16.8
Air Force	43	±1.8	42	±2.3	46	±3.0	53	±4.7	50	±5.1	32	±12.8
Coast Guard	36	±2.7	37	±3.3	35	±3.6	36	±5.3	33	±4.8	34	±15.4



Table H.10  
Item 73j. Freedom from discrimination

Service	Racial/Ethnic Group											
	Total		White		Black		Hispanic		Asian/ Pacific Islander		Native Amer/AK Native	
	%	CI	%	CI	%	CI	%	CI	%	CI	%	CI
<b>Better as a civilian</b>												
Total Armed Forces	7	±0.5	7	±0.7	5	±0.7	7	±0.9	7	±1.2	11	±5.5
Army	9	±1.0	11	±1.6	5	±1.0	7	±1.3	8	±1.5	19	±12.3
Navy	7	±1.1	7	±1.5	7	±1.7	9	±2.2	7	±2.2	6	±5.4
Marine Corps	7	±1.3	7	±1.7	7	±2.1	7	±2.0	7	±1.8	15	±13.5
Air Force	3	±0.6	3	±0.8	3	±1.0	3	±1.2	4	±2.2	2	±1.0
Coast Guard	6	±1.4	6	±1.6	6	±1.9	7	±3.4	11	±9.5	1	±0.9
<b>No difference</b>												
Total Armed Forces	56	±0.9	55	±1.3	61	±1.4	55	±1.9	55	±2.1	56	±7.1
Army	58	±1.5	56	±2.3	61	±2.0	57	±3.2	56	±3.9	52	±11.6
Navy	58	±2.0	55	±2.7	68	±3.1	59	±4.0	60	±3.1	67	±13.0
Marine Corps	56	±2.2	56	±3.0	60	±3.8	56	±3.8	61	±5.0	43	±16.0
Air Force	52	±1.8	54	±2.3	51	±3.0	44	±4.7	42	±4.6	57	±16.5
Coast Guard	56	±2.8	55	±3.4	60	±3.7	54	±5.6	52	±6.5	68	±13.9
<b>Better in the military</b>												
Total Armed Forces	37	±0.9	38	±1.2	34	±1.3	38	±1.9	38	±2.1	33	±6.2
Army	33	±1.4	33	±2.1	33	±1.9	36	±3.1	36	±3.8	30	±8.9
Navy	35	±1.9	38	±2.6	25	±2.8	32	±3.8	33	±2.7	27	±11.5
Marine Corps	36	±2.2	37	±2.9	34	±3.6	37	±3.7	32	±4.4	42	±16.7
Air Force	44	±1.8	43	±2.3	46	±3.0	52	±4.7	54	±4.8	41	±16.4
Coast Guard	39	±2.7	39	±3.3	33	±3.5	39	±5.4	37	±5.2	31	±13.8

Table H.11  
*Item 73k. Freedom from extremism/hate crimes*

Service	Racial/Ethnic Group											
	Total		White		Black		Hispanic		Asian/ Pacific Islander		Native Amer/AK Native	
	%	CI	%	CI	%	CI	%	CI	%	CI	%	CI
<b><i>Better as a civilian</i></b>												
Total Armed Forces	3	±0.3	3	±0.5	3	±0.6	4	±0.7	3	±0.5	6	±4.4
Army	4	±0.7	4	±0.9	3	±1.0	4	±1.0	4	±1.1	8	±9.6
Navy	3	±0.8	3	±1.1	4	±1.2	4	±1.5	3	±0.8	5	±5.3
Marine Corps	4	±1.0	4	±1.4	5	±1.8	3	±1.7	4	±1.3	14	±13.6
Air Force	1	±0.4	1	±0.5	1	±0.7	2	±1.7	1	±0.5	1	±0.4
Coast Guard	2	±0.7	1	±0.8	3	±1.3	3	±0.8	7	±9.7	0	±0.4
<b><i>No difference</i></b>												
Total Armed Forces	51	±0.9	52	±1.3	51	±1.4	48	±2.0	52	±2.1	52	±7.2
Army	55	±1.5	56	±2.3	54	±2.1	51	±3.2	57	±3.8	56	±11.6
Navy	53	±2.0	53	±2.7	56	±3.3	53	±4.1	56	±3.1	54	±16.4
Marine Corps	49	±2.3	50	±3.1	46	±3.9	48	±3.9	54	±5.6	47	±16.6
Air Force	45	±1.8	48	±2.3	38	±2.9	33	±4.0	38	±4.3	45	±17.0
Coast Guard	54	±2.8	55	±3.4	50	±3.7	49	±5.6	49	±6.3	57	±15.8
<b><i>Better in the military</i></b>												
Total Armed Forces	46	±0.9	45	±1.3	46	±1.4	49	±2.0	45	±2.1	42	±7.0
Army	41	±1.5	41	±2.3	42	±2.1	45	±3.2	39	±3.8	36	±10.6
Navy	43	±1.9	44	±2.7	41	±3.3	43	±4.1	41	±3.0	41	±15.9
Marine Corps	47	±2.2	46	±3.1	50	±3.9	49	±3.9	43	±5.3	40	±16.0
Air Force	54	±1.8	51	±2.3	61	±3.0	65	±4.2	61	±4.4	55	±17.1
Coast Guard	44	±2.8	44	±3.4	47	±3.7	48	±5.5	43	±5.8	43	±15.8

**Table H.12**  
**Item 73l. Racial/ethnic relations overall**

Service	Racial/Ethnic Group											
	Total		White		Black		Hispanic		Asian/ Pacific Islander		Native Amer/AK Native	
	%	CI	%	CI	%	CI	%	CI	%	CI	%	CI
<b>Better as a civilian</b>												
Total Armed Forces	6	±0.5	5	±0.6	6	±0.7	8	±1.0	7	±1.2	10	±4.9
Army	7	±0.8	7	±1.3	5	±1.1	8	±1.5	8	±1.6	16	±11.3
Navy	7	±1.1	7	±1.5	8	±1.8	10	±2.8	8	±2.2	10	±7.9
Marine Corps	7	±1.2	6	±1.6	7	±2.2	8	±2.1	10	±2.2	10	±8.6
Air Force	2	±0.5	2	±0.7	2	±0.9	5	±1.4	4	±1.8	3	±1.5
Coast Guard	4	±1.0	3	±1.1	9	±2.1	13	±5.1	11	±9.5	2	±1.1
<b>No difference</b>												
Total Armed Forces	48	±0.9	47	±1.3	50	±1.4	49	±2.0	54	±2.1	51	±7.2
Army	49	±1.6	48	±2.4	50	±2.1	51	±3.2	54	±3.9	52	±11.5
Navy	51	±2.0	48	±2.8	58	±3.3	54	±4.2	60	±3.1	59	±15.2
Marine Corps	48	±2.3	48	±3.1	47	±3.9	48	±3.9	53	±5.7	40	±15.7
Air Force	44	±1.8	45	±2.3	41	±3.0	37	±4.4	45	±5.1	51	±17.2
Coast Guard	52	±2.8	52	±3.4	49	±3.7	50	±5.6	55	±6.8	56	±15.9
<b>Better in the military</b>												
Total Armed Forces	46	±0.9	48	±1.3	44	±1.4	43	±1.9	38	±2.0	38	±6.6
Army	44	±1.5	45	±2.3	45	±2.1	41	±3.1	38	±3.8	32	±9.1
Navy	42	±1.9	46	±2.7	34	±3.1	36	±3.9	33	±2.8	31	±12.8
Marine Corps	46	±2.2	46	±3.0	46	±3.8	44	±3.9	38	±4.9	51	±16.6
Air Force	54	±1.8	53	±2.3	56	±3.0	58	±4.5	52	±5.1	46	±17.0
Coast Guard	44	±2.8	46	±3.4	42	±3.7	37	±5.1	34	±5.0	43	±15.9

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